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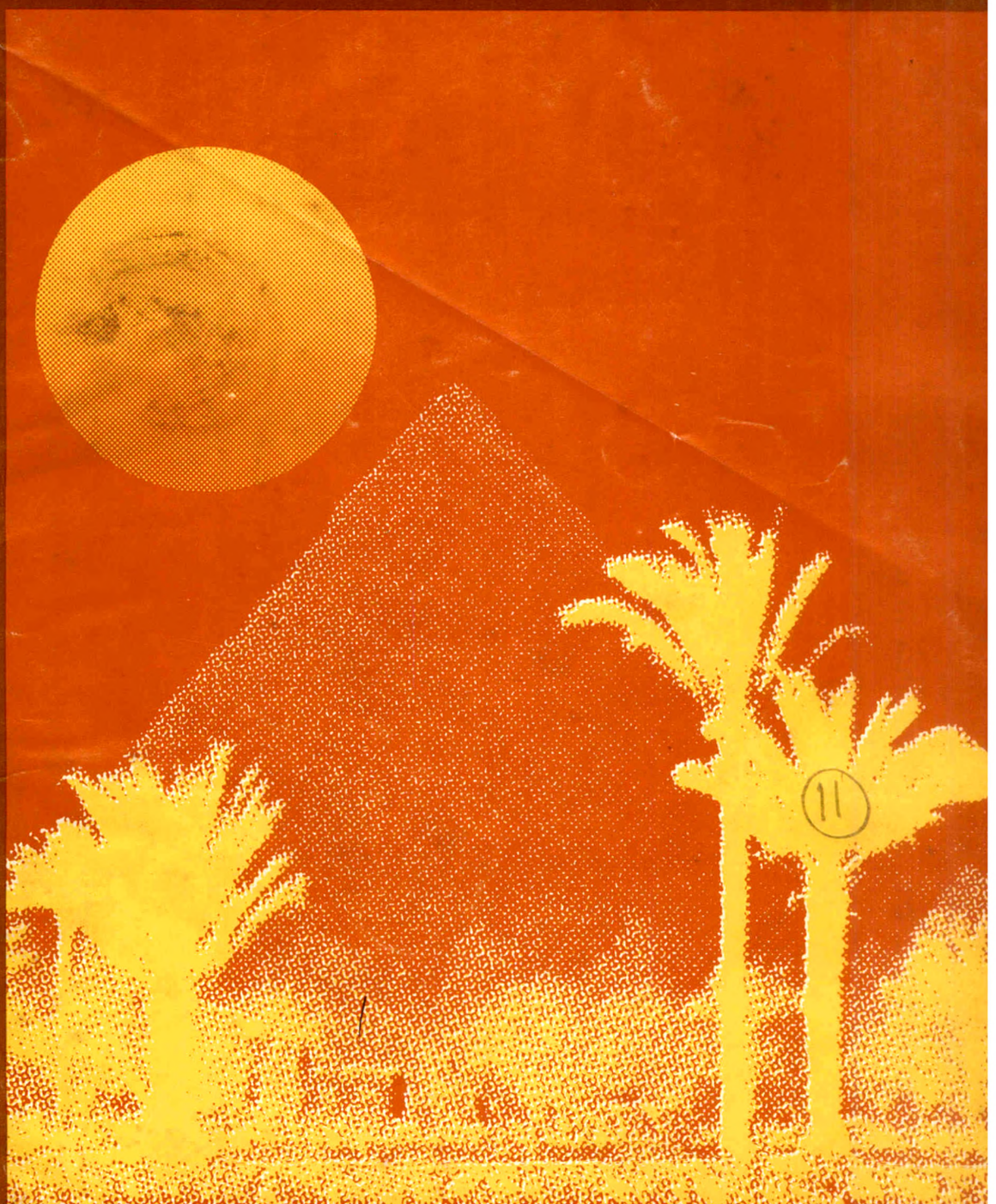

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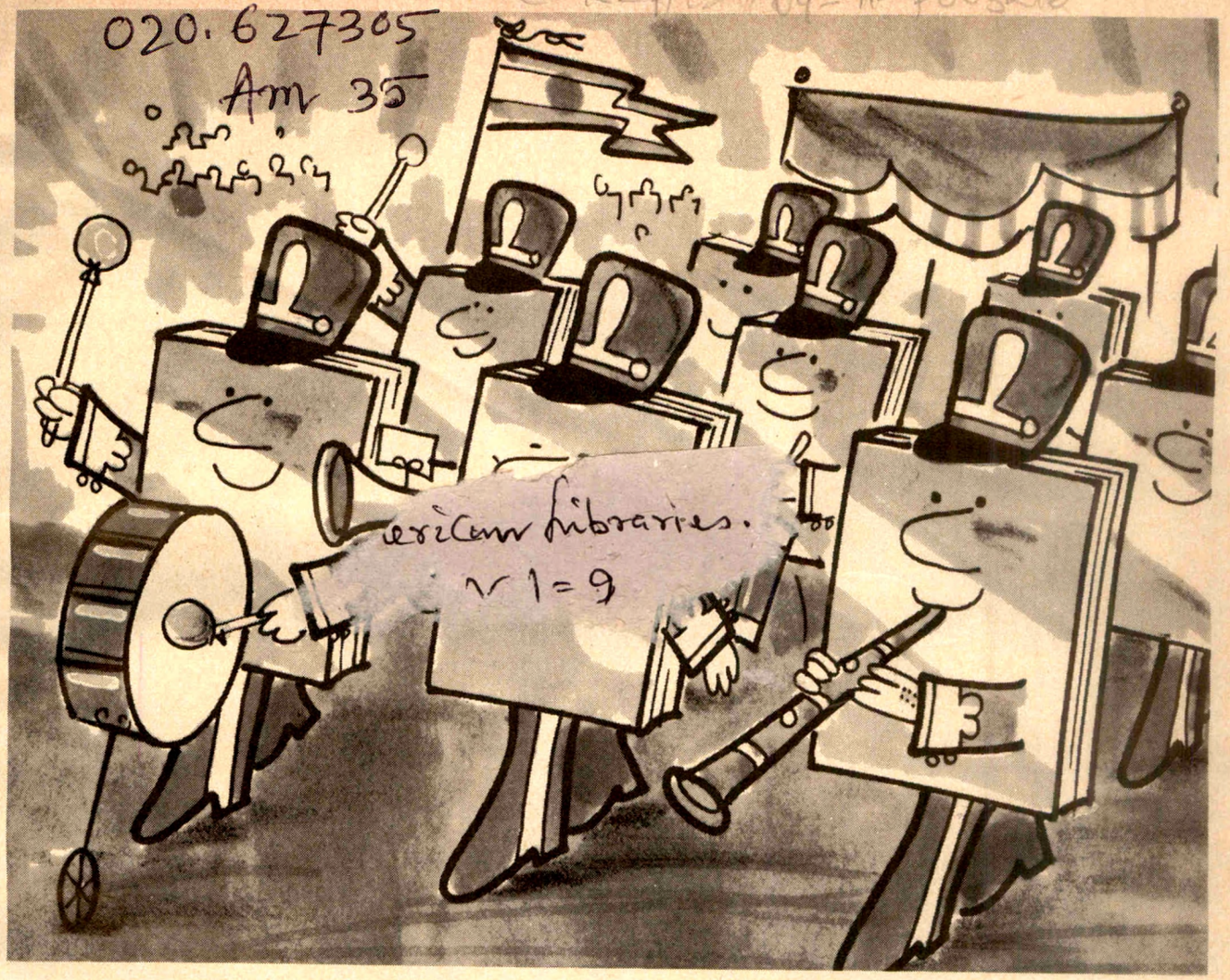

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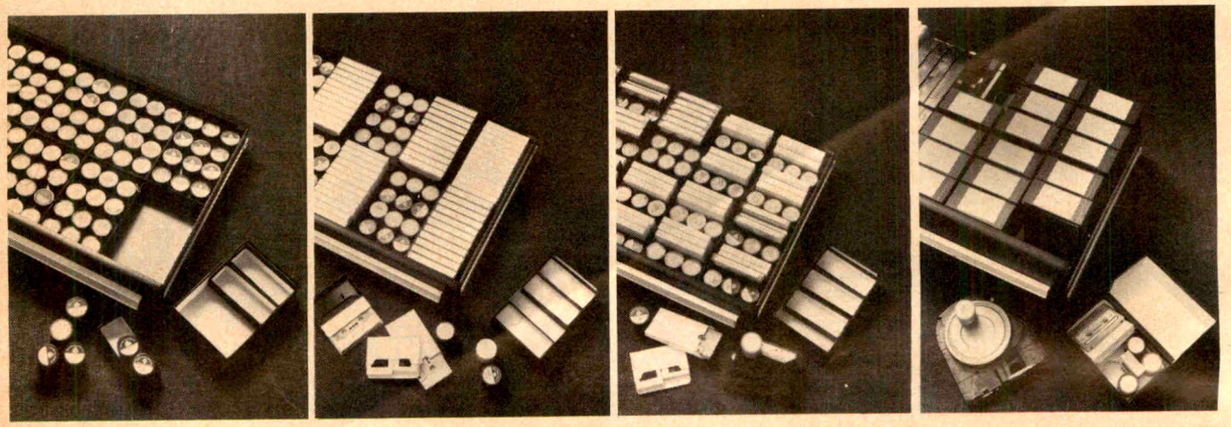

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american libraries

VOL. 9, NO. 1 JANUARY 1978

4 PAGE ONE/ A major decision for the Ohio College Library Center. California Library Association views *The Speaker.*

7 COMMENTARY/ Printists strike back.

12 ANNUAL CONFERENCE/ Hotel reservations now being accepted for ALA's 97th annual, June 24–30 in Chicago. Check these pages for accommodations, general information, and important announcements.

21 IN THE NEWS/ "Our Bodies, Ourselves," our censorship problems. ALA releases copyright survival kit. Goodbye Beinecke book bugs.

29 ACTION EXCHANGE/ A query on the combined school/public library stirs a multitude of helpful responses.

33 ON MY MIND/ "National Purpose for an International Mission," by Robert Wedgeworth. ALA's executive director offers personal view of U.S. effectiveness in global library diplomacy.

36 FACILITIES & DESIGN/ "Spirited Ambience." Use of light in Michigan City (Ind.) Library's Beachway facilitiy.

38 DATEBOOK/ Added feature: schedule of pre-White House conferences.

41 THE SOURCE/ Cover story; Deirdre Boyle on video news archives; Joel Lee on librarians' literature; something new for Trekkies; women; technical services update.

53 PICTORIAL/ "*MORE* Taxpayer's Eye-View of Library Lingo," by Chuck Slack.

54 SCMAI CASE REPORT/ "On a Request for Action Submitted by Rose Smith under the ALA Program of Action for Mediation, Arbitration, and Inquiry."

59 LATE JOB NOTICES/ Seventeen late-breaking job openings.

60 CLASSIFIEDS

Cover: In a nation where everything from hot dogs to *haute cuisine* is offered "to go," why not a little fast-food-for-thought from the library? "Info to Go" is the theme of 1978 National Library Week, a year-round promotional campaign produced by the American Library Association and highlighted the week of April 2–8. For information on ordering NLW materials—and a sneak preview of the 1978 posters—see page 41.

P3216

PAGE ONE

OCLC BECOMES DEMOCRATIZED, NATIONWIDE CORPORATION. On Dec. 20 in Columbus, voting members of the Ohio College Library Center--up to now all from Ohio--yielded control of the nation's largest online bibliographic data base to participating libraries throughout the country. The dramatic change, recommended by an Arthur D. Little management study last year, creates a new board of 15 trustees (six more than the previous board) to manage what will now be OCLC, Incorporated, a nationwide organization. All libraries and agencies participating in the network (there are now more than a thousand participants) will form the membership. The new set-up also introduces a Users Council, comprised of individuals elected from the membership and representing contractors of OCLC services. The council will elect six trustees. Of the other nine, five must be professionals from such appropriate nonlibrary areas as business, law, etc.; three must be members of the library profession; and one is the OCLC executive director. Fred Kilgour, who has held that post since OCLC's founding in 1967, will continue in it. Trustees will serve six-year terms, a maximum of two in a row. H. Paul Schrank, chair and president of the Ohio College Library Center, was elected to the same office in OCLC, Inc. Kilgour will head a committee to implement the Users Council.

The Ohio College Library Center members, who will belong to OCLC, Inc., are also establishing an autonomous new state network tentatively called OHIONET.

ALA'S FIRST STEP INTO SPACE. On Feb. 7, twelve public broadcasting stations will carry an ALA-produced teleconference via NASA satellite to inform librarians and educators of their rights under the new copyright law. The teleconference will be broadcast 7 to 9 p.m. CST/8 to 10 EST to a statewide library meeting in Austin, Tex., and to anticipated sites in Lexington, Ky., Miami, Fla., Greenbelt, Md., Harrisonburg, Va., Norfolk, Va., Columbia, S.C., Jackson, Miss., Athens, Ga., Atlanta, Ga., Louisville, Ky., Birmingham, Ala., Oklahoma City, Okla., and St. Louis, Mo. Originating in Maryland, the teleconference will feature a panel answering questions phoned in from broadcast sites. Three-quarter-inch videocassettes of the program will be available for post-broadcast use at other single sites or clusters of sites linked by the Darome Teleconference System.

EXPRESSING DISAPPROVAL OF THE FILM "THE SPEAKER," the California Library Association, meeting Dec. 10-14 in San Francisco, adopted a resolution urging ALA to 1) withdraw its endorsement and promotion of the film, and 2) develop projects and programs on basic concerns in intellectual freedom, consulting with all the diverse elements within ALA.

CLA is moving to capitalize on the conference appearance of Gov. Jerry Brown in order to promote free access to information. When told of the growing practice of charging for certain library services such as data base searches, Brown said he was unfamiliar with the problem and challenged CLA to prepare and present a proposal on this subject. CLA has instructed its appropriate units to develop a legislative package to be introduced during the upcoming session of the state legislature. CLA also went on record supporting the concept of comparable wages for comparable work, and specifically, backed the librarians of the San Diego Public Library who are engaged with the city administration in a dispute over the level of library salaries as compared to those of other city professionals. (Story in February.)

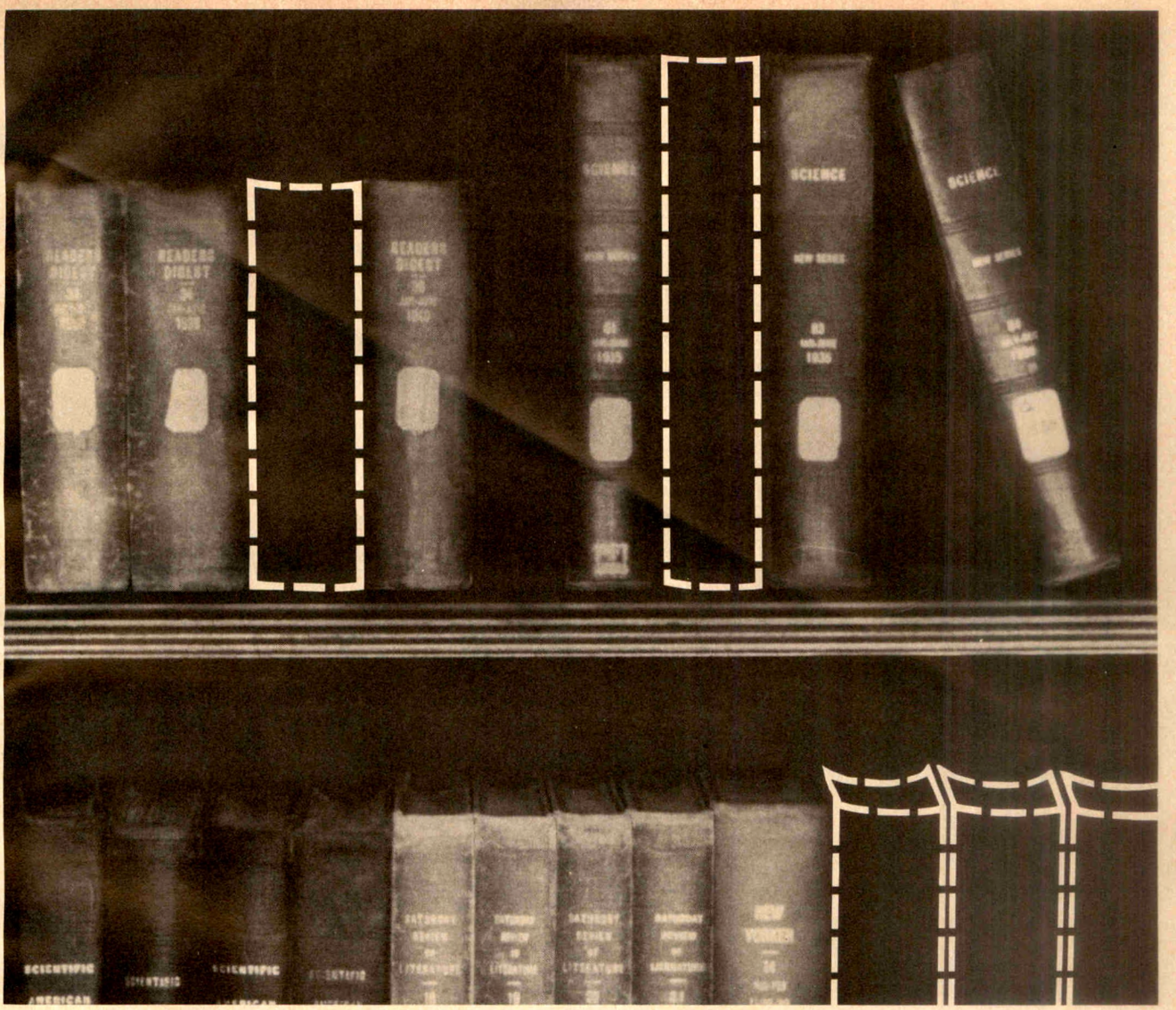
OVERLOAD RELIEVED. New York City school librarians who have been doubling as teachers of English and other subjects will return to the library full-time next month. N.Y. Commissioner of Education Gordon Ambach has reinstated a mandate allowing high school librarians to devote all their time to library work. Last year a variance permitted a teaching load of up to 10 periods a week in "library-related" subjects. Ambach said the variance deprived students of classroom instruction by qualified subject specialists and detracted from high school media programs. The United Federation of Teachers Library Media Committee wins this one.

FY 1978 LIBRARY FUNDING became law (PL 95-205) Dec. 9. A joint resolution superseded the Labor/HEW funding bill held up five months by anti-abortion debate. Instead of the Senate's $0, HEA II-C got $3 million.

ALA MEMBERS who have newly joined the Association or who renew their membership by April 1 should receive an advance registration booklet for the 1978 Annual Conference no later than April 21 by 3rd class mail. Anyone who has not received the registration forms by this date should contact the Conference Arrangements Office at 50 E. Huron St., Chicago 60611.

COPYRIGHT FILES assembled from AL articles should drop last para., p. 596, Dec. 1977.

EXPECT A RUN ON "BLACK BEAUTY" after NBC airs a Jan. 31-Feb. 4 version endorsed by NEA.



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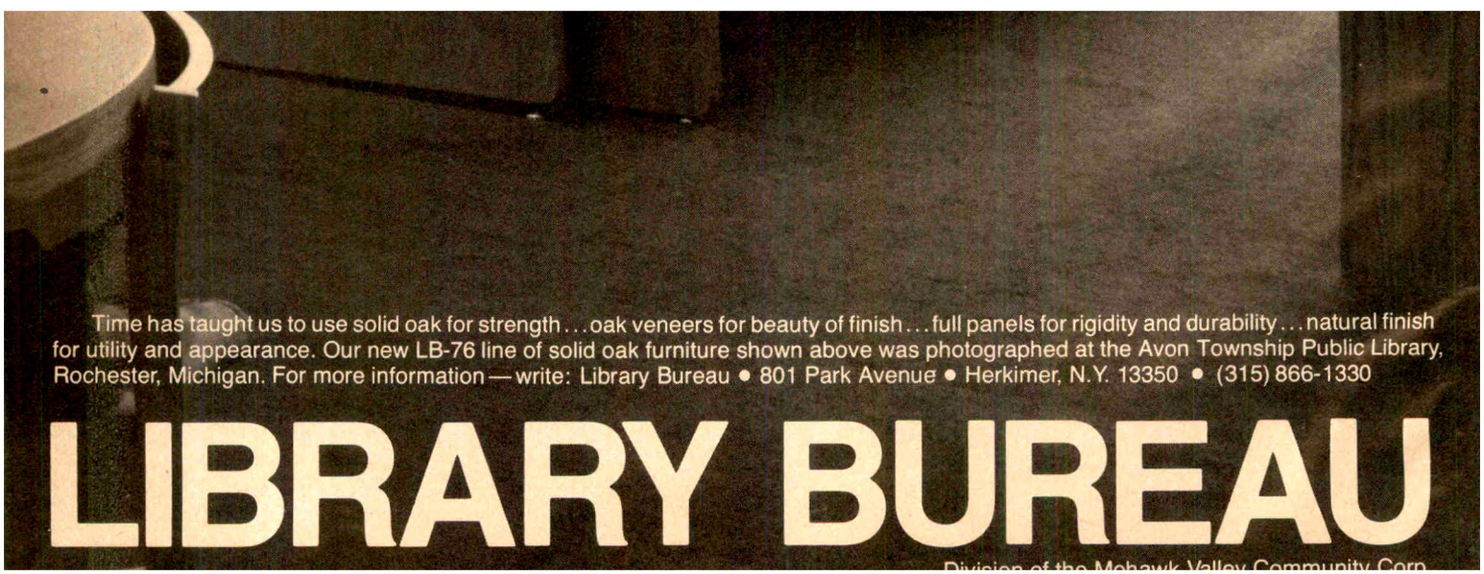
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COMMENTARY

Cartoons Offended

. . . The cartoons on pages 554–55 (November) are in unspeakably bad taste. How could they have been let in?

KARLA D. PETERSEN, Chicago

Ed. note: Some readers found the centerfold cartoons good comic relief in an issue heavy with sober advice; others found the caricatures of the women offensive. It is the firm policy of this magazine to avoid sexism; but life is hectic, and slips in perception do happen. We continue our policy, trying harder.

Good Public Relations Brings $

AL's November "Money" issue is outrageously excellent! I was impressed by the wedding of concept and pragmatics in all the articles. This is indeed a very "special issue," both on library funding and the necessity for viable public relations—though this term was notably lacking throughout.

I wonder why? As a public relations librarian (rara avis on campus) and as an active member of ALA/LAD/PRS and also the Task Force on Public Relations for the White House Conference, I've become increasingly aware of the fundamental link between excellence in public relations and satisfactory library funding. Yet nowhere in the November issue was that linkage spelled out, even though the evidence was obvious, as in the case of the Portland-Multnomah County Library. Could it be that "funding" is a god-word but "public relations" scatological?

ELIZABETH RUNYON-LANCASTER,
Public Relations Librarian, Marriott Library, University of Utah,
Salt Lake City

Candor on Kiosks

The very attractive little library at the top of page 547 in the November *AL* is the Deanwood Kiosk of the District of Columbia Public Library. It is one of three that we have had in operation for over a year now. They are successful and we are happy with them. But candor forces us to temper your enthusiastic report with a few facts.

The kiosks hold only about 2,500 paperbacks rather than the 5,000 mentioned in the article. Their true "portability," i.e., capacity to be taken apart and reassembled at another location, remains to be tested in practice. And, most assuredly they do not "have higher circulations than the branch libraries that service them."

True, the first month the Deanwood Kiosk was opened it did circulate more than its "parent" branch, but that has never been repeated. The other two kiosks have never come close to the circulation of the "parent" branch.

This is not to complain about them. It was never expected that the kiosks would outshine branches. It was expected that they would establish a library presence and a basic level of service in areas that needed it badly. This they have done splendidly. They have not been without a few bugs, but that is to be expected in what are basically prototypes.

In fact, we have been so pleased with the kiosk libraries that we are now planning to build three of the larger structures ("Port-a-Branches") to replace three small libraries located in rented facilities.

HARDY R. FRANKLIN, Director,
District of Columbia Public Library

"Anguished Diatribes"

Re Deirdre Boyle's "Media Minded" interview with Don Roberts (*AL*, Nov., pp. 542–45):

Must this go on and on? Is no one else as bored as I with the seemingly endless print vs. non-print non-controversy? Must "print" continue to be used as a four-letter word? Must "printist" be coined to conjure up all those other ists", i.e. sexist, racist—oh, you know!

Certainly librarians (also media personnel or whatever—I hasten to add this term so that no one will prejudge me as antediluvian by my use of archaic terminology) are aware of the advantages *and* limitations of the various formats. When the budget is tight, however, can the local pro be castigated for providing Plato's *Republic* in print rather than an animated 16mm film, which might well help explain some of his ideas but is certainly no substitute for the written words?

This particular reasoning and reasonable human being, who also happens to be a professional librarian, is not a "media bigot." She functions in her particular situation to provide her patrons, students from grades 5–12, with the most useful, most needed, most valuable materials possible, given X amount of money.

Calling anyone names, implying ignorance or worse—total intolerance—is immature at best. I strongly suspect that Mr. Roberts is now precisely where he should be, totally immersed in the educational film business. His anguished diatribes can be analyzed more objectively, and his former colleagues, being quite aware of how his bread is buttered and who butters it, may perhaps be able to be a bit more tolerant of *his* bigotry.

NANCY P. BAILEY, Altamont School,
Birmingham, Alabama

Robert's Accuracy Challenged

With anger and dismay I have read November's interview with Don Roberts. Mr. Roberts, whose contributions to the new media field have earned some respect, has used a wide brush to tar the entire audiovisual/media field as it exists in public libraries. The result is a collection of scattered charges and distorted descriptions of facilities from coast to coast.

As one of the pioneers in the field, whose experience encompasses the current media scene, I should like to dispute many of his points, but will confine my response in this letter to the inaccuracies within his paragraph about the Boston Public Library, since the misinformation appears to be ascribed to me.

1. To say that I had "no say" in the design of the audiovisual center is totally incorrect. Nearly all the specifications I requested were met, and as a result Boston has one of the most progressive AV facilities in the country; far from an "architectural nightmare." To this, many of my colleagues have attested. Had Mr. Roberts been involved in a building project as immense as that of the Boston Public Library's new addition, he might understand the range of problems, technical, economic, and aesthetic, which must be resolved to the satisfaction of both the architect and the institution.

2. Mr. Roberts would have his readers believe that the hiring of an "engineer," who "couldn't have cared less" about media, caused the scrapping of recommendations to lay coaxial cable in the foundation. The truth is, the decision was based on budgetary considerations and antedated by several years the assistant director's appointment.

Mr. Roberts was offered the courtesy of speaking to many people throughout the BPL during his visit. It is regrettable that he has chosen to juxtapose fragments of information and misinformation so that they appear to emanate from a single source.

It is distressing that in his passion to promote media he fails to acknowledge excellence where it exists, but rather concentrates on the frustrations, mostly economic, which keep libraries, both print and non-print, educators, artists, social workers, and even General Motors trying harder to progress in spite of inflationary cutbacks.

E. J. PELTIER, Coordinator
Audio Visual Services,
Boston Public Library

A Bit of Vitriol

"You know as well as I do that video dominates the environment. But if you go into the library, you find video is not on the floor," Don Roberts says on p. 544.

Among the issues besetting libraryland, I find it very, very difficult to get upset over the fact that there are no TV sets in the public libraries. In fact, you may not believe this, but I actually send my children to the public library to escape television.

Yes, video does dominate the environment. Isn't it a pleasure to visit a public library with an unpolluted environment?

JOHN L. LOLLEY, Director of Library Services, South Campus, Tarrant County Junior College District,
Fort Worth, Texas

Totally by Design

Thanks to Don Roberts for the compliment paid Atlanta Public Library on our Tri Continental Film holdings (p. 544). Our film collection is far from approaching the magnitude we hope to reach in size, but we are proud of its quality and parameters.

Our "Third World Statements" are totally

by design. We carefully preview and always have a backlog of excellent items for purchase, when the budget permits. In 1976 Phoenix Films, Inc., Tri Continental, and two independent film makers came to Atlanta and presented an excellent, two-day workshop for our staff and public on Third World Films. Our facilities were horrendously inadequate, but audiences ranged from 50 to 200.

ELLA GAINES YATES, Director, Bureau of Libraries, Atlanta, Georgia

Library Schools at Fault

The interview with Don Roberts was excellent! I have observed and recorded many of Don's findings over the past ten years. It seems to me the root cause of negative bias against nonprint should be put in the laps of library school educators. We are the "media censors" and "printists" who have reproduced our images. We should be held responsible for our lack of action.

P.S. Are you listening, Committee on Accreditation?

JOHN W. ELLISON, Associate Professor, SUNY/Buffalo

On Upgrading Our Title

I agree with Sybilla Cook (*AL*, Nov., p. 534) that there is confusion about the use of "librarian" as a title and that there should be a differentiation in categories of library personnel based on levels of training, education, and responsibility.

However, in lieu of the titles suggested by Ms. Cook, I would hope that the profession would instead use those outlined in the ALA policy statement "Library Education and Personnel Utilization" (formerly the "Library Education and Manpower" statement adopted by the ALA Council, June 30, 1970). Indeed, "Librarian" carries with it the connotation of "professional" and requires the master's degree.

"Library Associate" is used for those with the basic requirement of a bachelor's degree and supportive responsibilities at a high level. "Library Technical Assistant" requires at least two years of college-level study, the A.A. degree, or postsecondary school training in relevant skills and has responsibilities in performing tasks as supportive staff to associates and higher ranks.

Other levels outlined in the policy statement are "Clerk," "Senior Librarian," and four levels of specialists with nonlibrary-related qualifications.

Copies of the policy statement are available free from the ALA/Office for Library Personnel Resources, 50 E. Huron, Chicago, IL 60611. We urge consideration of this general policy statement by library staff in all types of institutions.

MARGARET MYERS, Director, ALA Office for Library Personnel Resources

Librarians Visit London

As a footnote to the sadly brief note about the centenary conference of the Library Association in London (*AL*, Nov. p. 531), it is of some interest that among the overseas registrants (not including "accompanying persons") there were only about 30 from the U.S.

This compares with 16, or about 20 percent of the ALA membership, who ventured on a two-month sea trip to attend the founding session of the Library Association in 1877. Budd Gambee's account of the 1877 meeting in the *Journal of Library History* (Jan. 1967, pp. 9–44) is great reading.

ROBERT VOSPER, Professor, Graduate School of Library and Information Science, UCLA.

Public vs. Private Ownership

The recent ALA Executive Board's decision to support manuscript collector B. C. West in his dispute with the State of North Carolina "menaces" public archives. ("N.C. Ruling Menaces Manuscript Collections," *AL*, Oct., pp. 471–72.)

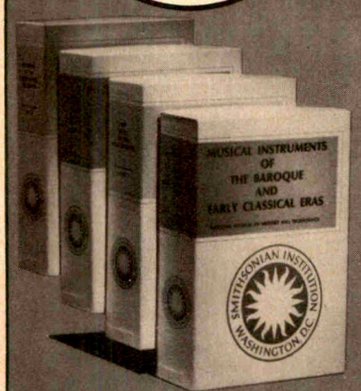
Collector West had no legal right to North Carolina's public records even though he had purchased them after they "surfaced" in a 1974 auction. The Board's decision has set an ALA precedent against public ownership of official records. Involved as an issue is also the public's right to know. I can only hope ACRL will not request support of private ownership of the White House tapes.

ROBERT L. CLARK, JR., Director, Oklahoma Department of Libraries

IDEAL FOR COLLECTORS, TEACHERS AND SELF-STUDY

SMITHSONIAN SLIDE SETS

35mm Slide Sets created from the collections and exhibits of the Smithsonian Institution



Portraits of US Presidents

From the National Portrait Gallery and White House collections, this set of 37 slides depicts Presidents from Washington to Ford. A short biography of each President included. Sets are $25.

First Ladies' Gowns

The unique gowns of the First Ladies of the White House are presented in this set of 42 slides. Literature identifies each gown, its fabric and style. Sets are $25.

Suiting Everyone

Based on the exhibit "Suiting Everyone" in the Museum of History and Technology. This set of 80 slides presents a broad cross-section of clothing in America, from the 18th c. to the present, ranging from ordinary work clothes to exquisite formal wear. Sets are $25.

Musical Instruments of the Baroque and Early Classical Eras

This set of 57 slides illustrates fine examples of instruments from the Smithsonian collection. Two audio cassettes are included: an accompanying narrative and Baroque works performed on instruments of the period. Sets are $25.

The Battle of the Little Bighorn

The story of this controversial battle is presented in this set of 80 slides. Includes life portraits of participants, a series of drawings by Red Horse and artifacts from the time. Background account, captions and map included. Sets are $25.

Ghost Dance Tragedy at Wounded Knee

The story of the Wounded Knee tragedy is told thru 19th c. photographs of Indian and Army participants, Sioux Reservations and Ghost Dances, as well as artifacts from the scene. Booklet gives background account, captions and maps. Sets are $25.

Postal Rarities

From the Smithsonian's National Postage Stamp collection, this unique set depicts 50 US and Foreign rarities. Guide provides informative descriptions of each slide. Sets are $25.

Buffalos, Eagles and Elephants

Especially for elementary schools, this set of 65 slides introduces the role these three animals or their ancestors have played in the history of North America. Cassette tape, script and captions included. Sets are $25.

Please send the following sets _____

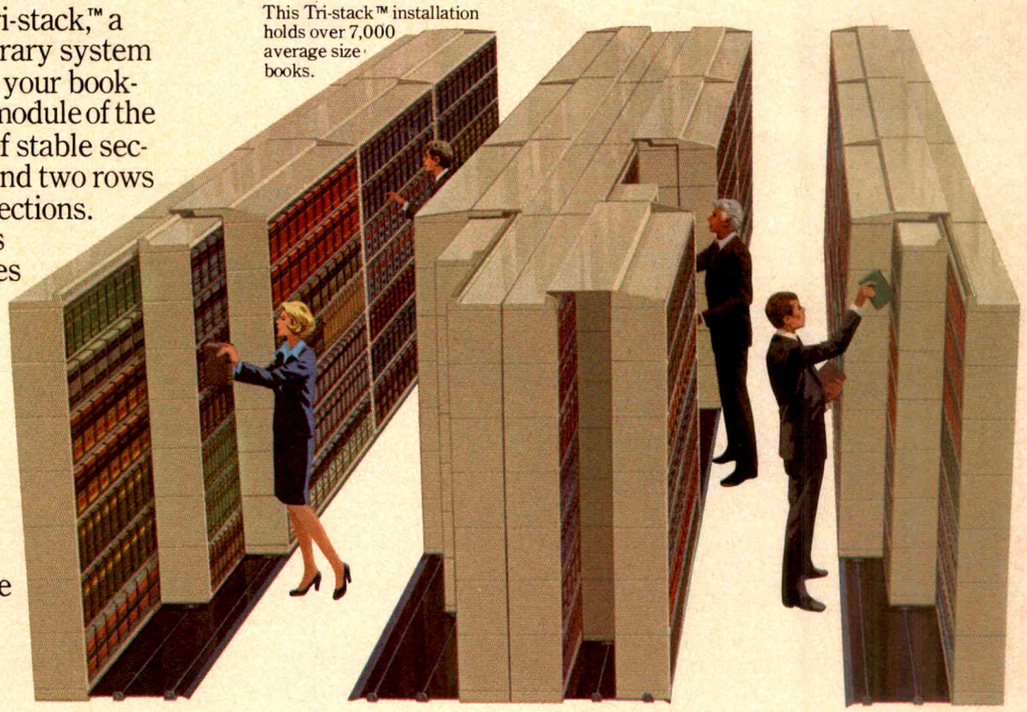
Total enclosed _____ Name _____

Address _____

City _____ State _____ Zip _____

Mail orders to: Photographic Services, Smithsonian Institution, Washington, D.C. 20560

No wonder you're running out of library space, your bookcases don't move!



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These do. This is Tri-stack,™ a new high density library system that virtually triples your bookshelf capacity. Each module of the Tri-stack™ consists of stable sections of shelves behind two rows of 36″ wide rolling sections. The entire system is modular. Add shelves in height, and 36″ wide sections in length, as you need them. The shelves come equipped with movable magnetic follower blocks for convenience. The shelves are available in two heights and both can be used together in the same section. The depth of each row is a space-saving 10¾ inches. (Combined depth of a 3 row module is only 34¼ inches.)

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Tri-stack™ is surprisingly economical…requires no special installation…sets up quickly and easily. Safe and strong, it needs no floor-bolting and the tracks in the base deck are recessed with the walking surface texturized-finished to prevent slipping.

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OVER FROM

The Twentieth-Century Pulpit
Outstanding Sermons by Thirty-Seven Pulpit Masters
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W.E. Sangster, Karl Barth, Fulton J. Sheen, Billy Graham, Peter Marshall—thirty-seven master preachers and an electric sermon from each. Includes biographical sketches and guidelines for study of the sermon. $8.95, paper JAN

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McGuffey and His Readers:
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This extraordinary book contains scarce writings by McGuffey himself and provides insight into changing American public education during the nineteenth century. McGuffey's life and times, writings, and first four *Eclectric Readers* are examined and evaluated. $9.95 JAN

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A vivid portrayal of the man who played such an important role in the Protestant Reformation. ". . . the most readable Luther biography in English.—*Time* $1.75, paper FEB

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The beloved missionary-evangelist-author begins at the bottom rung of Christian transformation and climbs to more mature ways of Christian living. Fifty-two effective messages. $2.25, paper FEB

DUE BOOKS
ABINGDON

Tigers in the Dark
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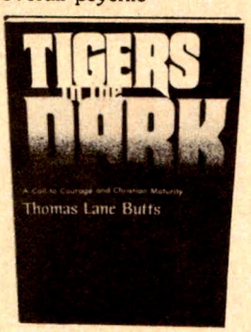
An inspiring look at Christianity and the power of the Spirit of Christ to relieve the overall psychic depression of our age. The "tigers" are frustrating feelings and forces (fear, insecurity, lovelessness, et al) that haunt humanity. $3.95, paper JAN



Are You the Christ?
And Other Questions Asked About Jesus
R. Benjamin Garrison

These Lenten/Easter messages examine questions asked about Jesus in order to reveal who he really is and his relevance to twentieth-century living. A follow-up to *Seven Questions Jesus Asked.* $3.50, paper JAN

Grace Abounding
Gordon C. Hunter

The rhythm of the Christian life is summed up in these two words—grace and gratitude. With vivid stories from real life, Gordon Hunter demonstrates these two words in action. $3.95, paper JAN

Strange Facts About Death
Webb Garrison. $6.95, illus. MAR

Stand Fast in Faith
Finding Freedom Through Discipline in the Ten Commandments
Wallace E. Fisher. $4.95, paper MAR

Twenty-Four Hours with Jesus
Wilda Greene. $4.95 MAR

The Bible in the Pulpit
Leander E. Keck. $4.95, paper. MAR

The Transforming Cross
Charles S. McCoy & Marjorie Casebier McCoy. $2.95, paper JAN

What to Do When You Don't Know What to Do
Spiritual Prescription for Life's Daily Upsets
(Introduction by Dr. Norman Vincent Peale) Harry N. Peelor. $3.50, paper FEB

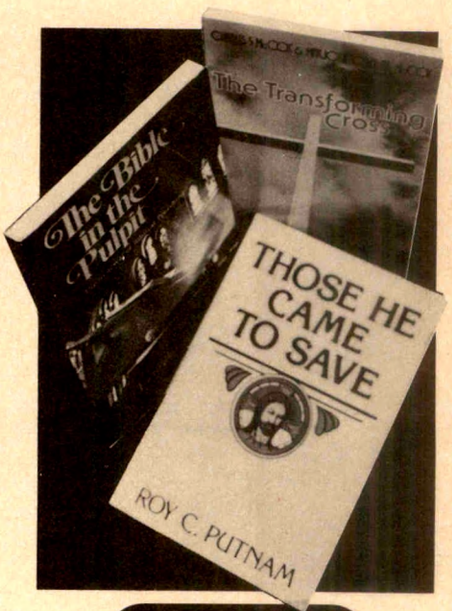
Those He Came to Save
Roy C. Putnam. $4.95. FEB

On the Road to Spiritual Wholeness
Life Signs and Danger Signals
Flora Slosson Wuellner. $3.95, paper MAR

There's Algae in the Baptismal 'Fount'
Daniel Zeluff. $3.50, paper FEB

Abingdon Clergy Income Tax Guide—1978 Edition
For 1977 Returns
Revised and Updated by Price Waterhouse & Co. $2.95, paper. DEC

Growing Competence:
A Guide to Planning Your Continuing Education for Ministry
Mark A. Rouch. $31.95, boxed JAN
Four 60-minute cassette tapes



abingdon
nashville, tennessee

Photos by Lee Balterman

1978 ALA ANNUAL CONFERENCE

Chicago, Illinois, June 24-30

Hotel Reservations / Tentative Program Information / General Information

Conference theme: "Toward a National Information Policy"

The Conrad Hilton Hotel and Palmer House will serve as joint headquarters for the 97th ALA Annual Conference. Meeting facilities and sleeping rooms in 12 additional properties will supplement space in these headquarters hotels. The usual conference services will be in operation: registration and central ticket desks, local information, package-wrapping desk, first aid, postal substation, placement center, message/airlines reservations service, and ALA staff offices. The ALA Council, ALA Membership Meetings, ALA General Sessions, and President's Program are planned for the Conrad Hilton.

Exhibits

Exhibits will be located in the Conrad Hilton, Palmer House, and Pick Congress hotels. The regular booth displays will be located in the Conrad Hilton's Continental Room, West and East Exhibit Halls, and the Palmer House's Upper and Lower Exhibit Halls. Booktable/small press displays will be located in the Pick Congress. Special features again include the Combined Book Exhibit, and a special exhibition of foreign books, foreign periodicals, and other materials.

After their official opening on Sunday morning, June 25, the exhibits will be open every day as follows: Sunday, June 25, 9 a.m.–4 p.m.; Monday, June 26, and Tuesday, June 27, 9 a.m.–5 p.m.; and Wednesday, June 28 (*closing day*), 9 a.m.–4 p.m.

Full information on and applications for exhibit space will be mailed in early January. Exhibitors interested in being a part of the Chicago show who have not received the material by mid-January should write to the Conference Manager, ALA Conference Arrangements Office, 50 E. Huron St., Chicago, IL 60611.

Hotel Reservations

A list of selected hotels/motels, their rates, and a map showing locations appear on pages 15–17. Rates are quoted for the room, not per person, and all rooms will be assigned on a first-come, first-served basis. Reservation requests for the conference week and the preconference period will be accepted beginning immediately and up to June 9. Beyond June 9 the ALA Housing Office will continue to make placements, but only on a space-available basis.

Please note that the Housing Office does not assume the responsibility of pairing guests for double occupancy or in multiple housing units. There is no charge for children under 12.

Requests for rooms are to be sent to: *Chicago Convention & Tourism Bureau, Inc., ALA Housing, Room 2050, 332 S. Michigan Avenue, Chicago, IL 60604.*

Reservation Confirmations, Cancelations, Changes

The hotel to which conferees have been assigned will send confirmations of hotel room reservations to the requestor's attention. Cancelations or any changes in reservations should be made directly with the hotel where the room reservation has been made.

Advance Registration

ALA members and others who may wish to register in advance for the conference will be able to do so by using the advance registration form to be included in a special program booklet planned for mailing to the entire ALA membership at the end of March. Members are advised to take advantage of this advance feature, which also offers a special discount. In addition to quicker movement through the registration lines, advance registration allows for the preparation of large-type printed badges.

Remember, in order to qualify for the members' registration fee (considerably less than the nonmembers' fee), you must have your 1978 *personal* membership card at the time of registration.

Airport Transportation

Limousine transportation from O'Hare Airport to the downtown area costs $3.50 per person and makes the trip in 45 minutes to an hour. Cab fare from the airport runs about $11; up to four persons may ride for the price of one.

COPES Meetings

Meetings of the Program Evaluation and Support Committee are scheduled as follows: Saturday, June 24, 8–9:30 a.m.; Monday, June 26, 10 a.m.–noon and 4:30–6 p.m.; Tuesday, June 27, 4:30–6 p.m.; Wednesday, June 28, 4:30–6 p.m.; and Thursday, June 29, 4:30–6 p.m. In addition, COPES will meet with the Planning Committee and Budget Assembly from 10 a.m. to noon and from 2 to 4 p.m. on Saturday, June 24.

Council and Membership Meetings

ALA Council meetings are being held on Sunday, June 25, 4:30–6 p.m.; Tuesday, June 27, 8 a.m.–noon; and Thursday, June 29, 2–4 p.m. In addition, an information meeting of the Council and Executive Board will be held on Sunday, June 25, 2–4 p.m.

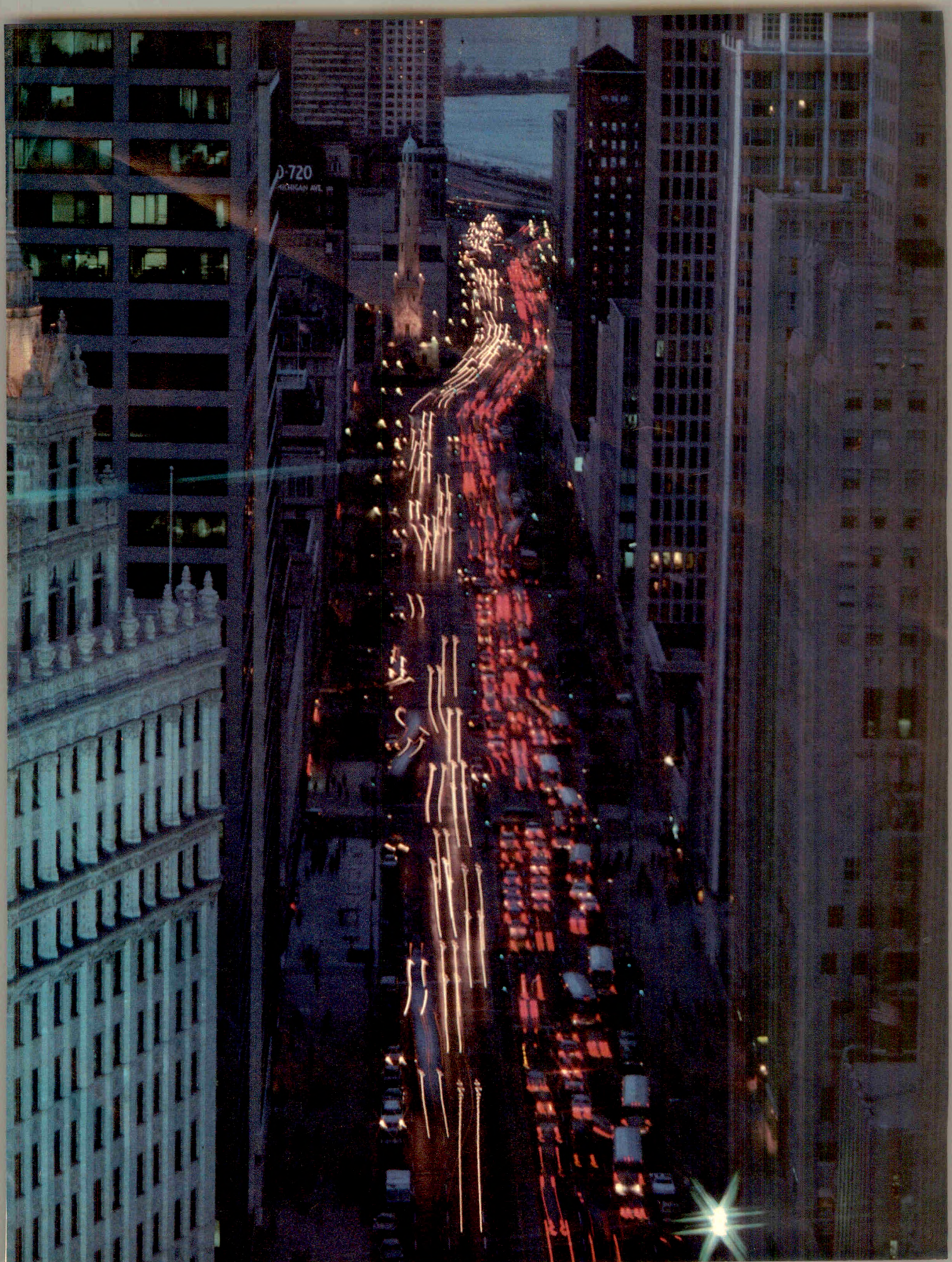
The ALA Membership will be convened on Monday, June 26, 8:30–10:30 p.m., and Thursday, June 29, 8 a.m.–noon. ALA members wishing to bring up matters for consideration by the Council (in accordance with Article VI of the ALA Constitution) should submit requests to the office of the executive director at ALA Headquarters as early as possible, but not later than 24 hours before the Membership Meeting at which the matter will be introduced.

ALA Executive Board

Meetings of the ALA Executive Board will be held on Sunday, June 25, 9 a.m.–noon; Monday, June 26, 2–4 p.m.; Tuesday, June 27, 2–4 p.m.; Wednesday, June 28, 2–5 p.m.; and Friday, June 30, 9 a.m.–noon. The Friday, June 30, session is the first formal meeting of the 1978–79 Executive Board.

Affirmative Action Programs at Conference Hotels

In accordance with a directive given at the 1972 annual conference, the Conference Arrangements Office has queried the hotels participating in the conference regarding their personnel programs for hiring and training of members of minority groups. To date reports indi-


720

cate that the properties being used for the 1978 meeting have active affirmative action programs.

Group Travel Arrangements

Several state library associations are already working on group travel arrangements for the annual conference. Savings can be considerable and individuals who are interested are asked to contact their state library associations directly for information. In most cases one will need to be a member of the ALA and/or the state association to be eligible.

Inaugural Banquet

The Inaugural Banquet, which includes the official awards ceremonies, will be held on Thursday, June 29, 7:30–10:30 p.m. The inaugural address will be given by incoming ALA President Russell Shank. New division presidents, Executive Board members, and Councilors will be introduced. Further details on the program, location, and ticket prices will appear in the advance conference program booklet to be mailed at the end of March.

Library School Reunions

Wednesday, June 28, is the officially designated day for library school alumni reunion breakfasts, luncheons, cocktail parties and/or dinners.

Opening General Session

The opening General Session of the conference will be held on Saturday, June 24, 4–6 p.m. (see President's Program).

Placement Service

Placement service will be offered at this meeting. Full details regarding hours and procedures will appear in the advance conference program booklet to be mailed at the end of March.

The Placement Center will be located in Don Maxwell Hall of McCormick Place, Chicago's major convention facility. Conferees who wish to be closest to the placement center may want to make their hotel reservations at McCormick Inn, which is just across the street from the convention hall.

President's Program

The President's Program, on approaches to a national information policy, will be divided into three sessions: the Opening General Session on Saturday, June 24, 4–6 p.m.; and sessions on Sunday, June 25, 8:30–10:30 p.m., and Wednesday, June 28, 8:30–10:30 p.m. One of the speakers will be former CBS Washington correspondent, Daniel Schorr. Schorr is noted for recently facing down the House Ethics Committee with his refusal to reveal confidential sources, his disclosure of the House's Pike Report, three Emmy Awards for his Watergate coverage, and his book *Clearing the Air.*

At the time of this writing, other program details were not available (see Opening General Session in first column of this page).

Professional Exhibit

An ALA professional exhibit will be located in the Conrad Hilton. The multibooth display will include a broad array of informative library science materials. A committee to organize this special exhibit center will be appointed shortly.

Registration Fees

Registration fees for the annual conference will be as follows:

Full week: $50 for members; $90 for nonmembers; $10 for full-time library school students.

Daily: $25 for members; $45 for nonmembers; $5 for students. Advance registration is not available to those attending on a daily basis; daily fees can be paid only at the conference.

Note: At its 1977 fall meeting, the Executive Board "Voted, That the Executive Board approve the institution of a 15 percent discount from the regular weekly registration fee for ALA personal members who register in advance for the Annual Conference, and a 20 percent discount from the regular weekly registration for any ALA personal member who is also a personal member of any ALA division who registers in advance for the Annual Conference."

Shuttle Bus Service

A free shuttle bus service is planned for operation in the downtown area. Shuttle bus service schedules showing pick-up times and pick-up points and destinations for each day of the conference week will be available later, as well as information on bus arrangements made in connection with any special events.

Preconference Institutes

The following special institutes are now planned for the preconference period. Brief program information and registration instructions for each institute are noted below or will be available later. Conferees planning to attend preconference meetings can make their selection of housing from the hotel list shown on pp. 15–16, using the application form to reserve a room. A sufficient number of rooms are available in most of the properties to house early arrivals.

American Association of School Librarians. June 23–24. Theme: "Sexism—Practices, Procedures and Materials." Information from AASL Office, ALA Headquarters.

ACRL Rare Books and Manuscripts Section. June 21–24. Information from ACRL Office, ALA Headquarters.

Association for Library Service to Children/Young Adult Services Division. June 23. Information from YASD Office, ALA Headquarters.

Association of State Library Agencies. June 22–23. Theme: "Consulting Skills and Techniques." Information from ASLA Office, ALA Headquarters.

Government Documents Round Table. June 21–23. Theme: "Economic Statistics Available from the Bureau of the Census." Information from Jeanne M. Isacco, Government Printing Office, Union Center Plaza, Washington, DC 20401.

Information Science and Automation Division. June 22–23. Theme: "Library Automation—State of the Art III." Information from ISAD Office, ALA Headquarters.

LAD Buildings and Equipment Section. June 22–24. Theme: "Energy and Library Buildings." Information from LAD Office, ALA Headquarters.

PR on a low budget. *LAD Public Relations Section.* June 21-23. Theme: "A Baker's Dozen of Tasty Tempting Public Relations Delicacies in a Basic Dough Format for Low-Caloried Budgets." Information from LAD Office, ALA Headquarters.

OLSD Library Service to Rural Poor and Appalachian Peoples Subcommittee/Social Responsibilities Round Table. June 23–24. Theme "Rural and Appalachian Life-Styles." Information from OLSD Office, ALA Headquarters.

Other Program Plans

Among divisional, round table, and committee program plans currently being developed (as reported to the Conference Arrangements Office to date) are the following:

American Library Trustee Association. 1) A featured presentation, "Evaluating Directors and Administrators," to assist library trustees in developing policies

(Continued on p. 16.)

ALA Annual Conference, June 24–30, 1978: Hotel / Motel Reservation Form

(see page 17 for map of locations)

MAIL TO:
Chicago Convention & Tourism Bureau, Inc.
American Library Association Housing
Room 2050
332 South Michigan Avenue
Chicago, IL 60604

CHECK ONE:

☐ Attending ALA conference only
☐ Attending ALA preconference institute only
☐ Attending preconference and conference

Hotel choice: 1st_____ 2nd_____

3rd_____ 4th_____

If none of my housing choices is available and you need to make another selection, I am more concerned with:

location_____ rate_____

Accommodation: ☐ Single(s) ☐ Double(s) ☐ Twin(s) Rate_____

☐ Suite (P-1 or P-2) Rate_____ Other_____

Names and addresses of occupants (print or type: bracket those sharing a room)	Arrival Date & Hour (a.m./p.m.)	Departure Date

Reservations held only until 6 p.m. of day indicated for arrival; if arriving after that hour, specify time to insure that room will be held. First night's advance deposit required as noted on rates page.

Application filed by_____ Date_____

Mail confirmation to:

Name_____ Street_____

City_____ State_____ Zip Code_____

I will be traveling by:

Bus_____

Car_____

Plane_____

Train_____

If necessary to phone me, I can be reached at:

Area Code (_____) _____

For Convention Bureau use only

Note: Confirmation of your hotel room reservation will be sent to your attention by the hotel to which you have been assigned. Cancelations or any change in reservation should be made directly with the hotel where the room reservation has been made.

Hotel/Motel Accommodations

Map No.	Hotel/Motel	Single Occupancy	Double Occupancy (double)	Double Occupancy (twin)	Suites (P-1)	Suites (P-2)
1	Allerton Hotel	$23, $27, $29	——	$31, $35, $39	$50–$75	$75–$100
2	Ascot House	$27, $30	$34, $36	——	——	——
3	Avenue Motel	$21–$24	$24–$30	——	——	——
4	Bismarck Hotel	$26–$30	$32–$38	$32–$38	——	——
5	Blackstone Quality Inn	$26, $28, $30	$33, $35, $37	$33, $35, $37	$65–$325	$135–$375
		First night's deposit required for after 6 p.m. arrival.				
6	Conrad Hilton Hotel	$26, $28, $30 $41, $64 (T)	$33, $35, $37 $53, $64 (T)	$33, $35, $37, $44 $53, $64 (T)	$65–$250 $70–$236 (T)	$170–$450 $185–$450 (T)

More hotels and map: please turn page.

Lee Balterman

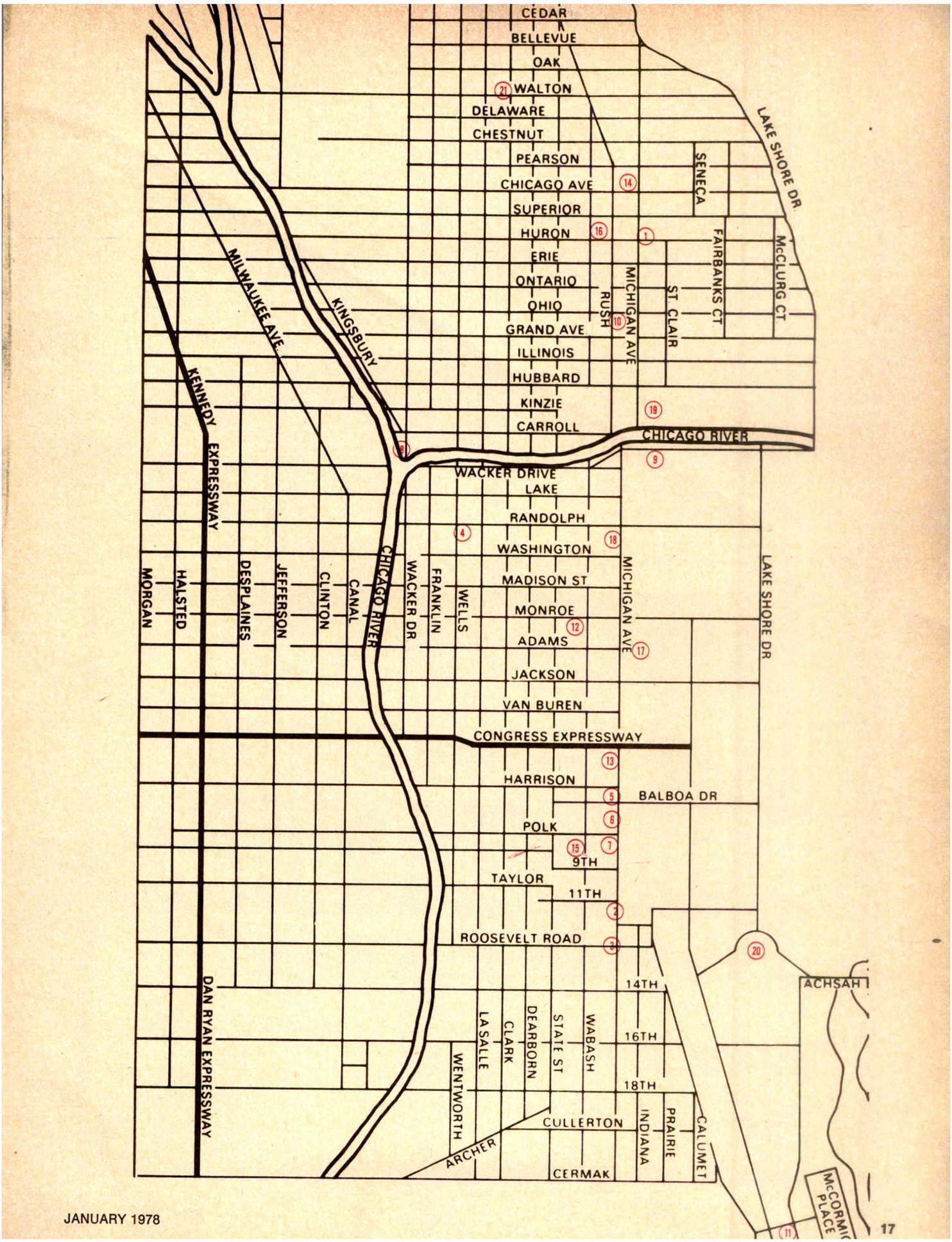
7	Essex Inn	$27, $30	$34, $36	——	$85–$100	$115–$130
8	Holiday Inn Mart Plaza	$30	$37	$37	——	——
9	Hyatt Regency Hotel	$28, $30, $32, $40	$35, $37, $39, $52	$35, $37, $39, $52	$120 and up	$170 and up
10	Marriott Hotel	$28, $30, $32	$35, $37, $39	$35, $37, $39	$161 and up	$237 and up
11	McCormick Inn	$28, $30	$32, $34	$32, $34	$96–$180	$146–$240
		(McCormick Inn provides complimentary bus transportation (daily from 7 a.m.–11 p.m.) every ½ hour to and from Conrad Hilton, Sunday, June 25, through Friday, June 30. *Deposit required for after 6 p.m. arrival.)*				
12	Palmer House	$25, $26, $27, $28, $29, $30	$30, $32, $33, $35	$31, $32, $33, $35 $36, $37	$107 and up	$154 and up
		$34, $36, $37 (T)	——	$42, $44, $45 (T)	$119 and up (T)	$171 and up (T)
13	Pick Congress Hotel	$27, $32, $37	$39, $44, $49	$39, $44, $49	$65	$115
		First night's deposit required for after 6 p.m. arrival.				
14	Water Tower Hyatt House	$32	$42	$42	$100–$175	$160–$225
15	YMCA	$6.49, $7.41, $8.31, $12.96	$11, $12, $13.89, $16.67	$11, $12, $13.89, $16.67	——	——
		(In order of rate: basic room; basic room with basin; basic room with basin and toilet; full facility room with private bath (shower), TV, air-conditioning. Full advance payment required on arrival.)				

Also marked on the map, by number, are: (16) ALA Headquarters; (17) Art Institute; (18) Chicago Public Library Cultural Center; (19) Chicago Public Library Central Library; (20) Field Museum of Natural History; (21) Newberry Library.

Key: P-1 = parlor and 1 bedroom; P-2 = parlor and 2 bedrooms; (T) indicates Tower Room; free parking for registered guests at properties 2, 3, 7, 11; swimming pools at properties 2, 7, 11, 12; third-person rate ranges from $7–$10; all room rates subject to 8.1 percent hotel-motel, city-state tax; Avenue Motel guests may use Ascot House swimming pool.

and procedures to meet this responsibility; 2) workshops on such topics as "Alternative Sources of Income," "Libraries and Literacy," "A White House Conference Update," and "Copyright;" and 3) a gala evening at a Chicago area dinner theatre.

Exhibits Round Table. An exhibitors' seminar, "Exposition Strategy," will be conducted by Everett L. Butler on Friday afternoon, June 23. Mr. Butler is with Universal Training Systems of Wilmette, Ill., which has developed a program aimed at helping exhibitors improve results of their show participation. "Exposition Strategy" provides a framework that any exhibitor can use. As costs of show participation are added up, specific areas of return are pinpointed and goals are identified; more effective participation is the result. The number of


CEDAR
BELLEVUE
OAK
WALTON
DELAWARE
CHESTNUT
PEARSON
CHICAGO AVE
SUPERIOR
HURON
ERIE
ONTARIO
OHIO
GRAND AVE
ILLINOIS
HUBBARD
KINZIE
CARROLL
CHICAGO RIVER
WACKER DRIVE
LAKE
RANDOLPH
WASHINGTON
MADISON ST
MONROE
ADAMS
JACKSON
VAN BUREN
CONGRESS EXPRESSWAY
HARRISON
BALBOA DR
POLK
9TH
TAYLOR
11TH
ROOSEVELT ROAD
14TH
16TH
18TH
CULLERTON
CERMAK
ARCHER
LAKE SHORE DR.
SENECA
FAIRBANKS CT.
McCLURG CT.
ST. CLAIR
MICHIGAN AVE
RUSH
MILWAUKEE AVE.
KINGSBURY
KENNEDY EXPRESSWAY
DAN RYAN EXPRESSWAY
CHICAGO RIVER
WACKER DR.
FRANKLIN
WELLS
CANAL
CLINTON
JEFFERSON
DESPLAINES
HALSTED
MORGAN
LA SALLE
CLARK
DEARBORN
STATE ST.
WABASH
WENTWORTH
INDIANA
PRAIRIE
CALUMET
ACHSAH
McCORMICK PLACE

registrants for this seminar is limited to 150 persons. The cost is $15 per person and registrations will be accepted after January 3. Direct inquiries to the attention of the Conference Manager, ALA Conference Arrangements Office.

International Relations Round Table. The IRRT will sponsor its traditional reception for international visitors on Monday night, June 26, 6–8 p.m., at Chicago's famous Field Museum. "Libraries and Information Networks in Developing Countries" will be the theme of the IRRT program on Tuesday, June 27, 2–4 p.m., jointly sponsored by the International Relations Committee and the ACRL Asian and African Section.

Public Library Association. PLA-sponsored programs include: 1) "Fees Charged in Public Libraries"—an exploration of several aspects of the topic, including comments on a PLA-conducted survey; 2) a tour of the Woodson Regional Library, a new, innovative branch of the Chicago Public Library; and 3) "Media for Libraries," an opportunity to view a variety of media.

Reference and Adult Services Division. 1) Luncheon featuring R. W. Burchfield, chief editor of the *Oxford English Dictionary*, on the occasion of the 500th anniversary of Oxford University Press; 2) "Commercial COM Catalogs: How to Choose, When to Buy," an all-day workshop on Saturday, June 24, presented by the RASD Catalog Use Committee, cosponsored by RTSD, to help librarians become intelligent consumers of computer microform catalogs; and 3) "Delivery of Reference Service through Cooperatives," presented by the RASD Cooperative Reference Services Committee.

Resources and Technical Services Division. RTSD-sponsored programs include the following: 1) "Automated Acquisitions," sponsored by RTSD/AAP Joint Committee and RTSD RS Bookdealer-Library Relations Committee, Tuesday, June 27. A state-of-the-art review of the functions of existing systems with discussion of the impact of automated systems on publishers, wholesalers, and on related nonacquisitions activities in libraries and such issues as the evaluation of competing systems, the optimum size of an operation for automation to be feasible, and the determination of costs of automated systems; 2) "Education for Acquisitions," sponsored by RTSD/LED Education for Resources and Technical Services Committee, Wednesday, June 28. 3) *National Union Catalog*, Saturday, June 24. 4) "Whither MARC and Mann," sponsored by RTSD/RTSD CCS/RASD, Monday, June 26. Speeches and panel discussion of MARC vs. Mann philosophies and of types of bibliographic access which technical service and public service librarians consider necessary to meet present and future user needs. 5) Hearing on "Checklist for Commercial Processing Services," sponsored by RTSD Commercial Processing Services Committee, Wednesday, June 28. 6) RTSD Council of Regional Groups Workshop, Tuesday, June 27. Discussion on goals and objectives for regional groups. 7) "Library Binding," sponsored by RTSD Preservation of Library Materials Committee, Wednesday, June 28. Library Binding Institute film followed by discussion of library binding problems. 8) "Interlibrary Loan, Photocopying and the Copyright Law," sponsored by RTSD Reproduction of Library Materials Section, Sunday, June 25. 9) "National Periodical System," sponsored by RTSD Serials Section, Sunday, June 25. 10) RTSD SS Duplicates Exchange Union Committee membership meeting, Tuesday, June 27.

Additional and more complete conference program information will be published in the advance program booklet to be mailed at the end of March. □

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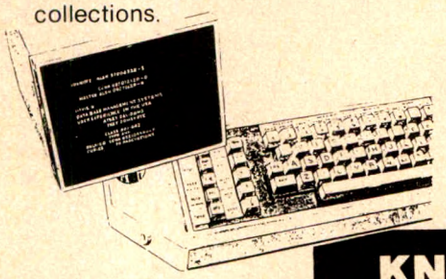

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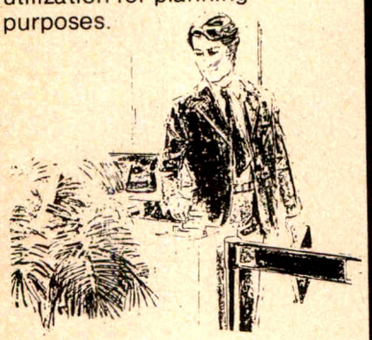

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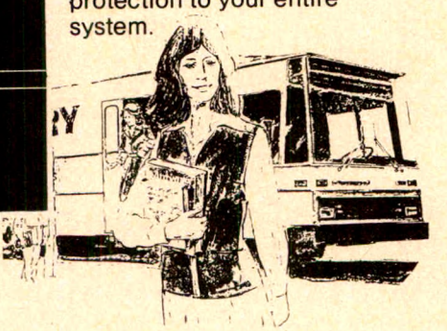

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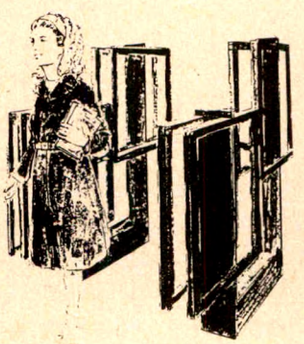

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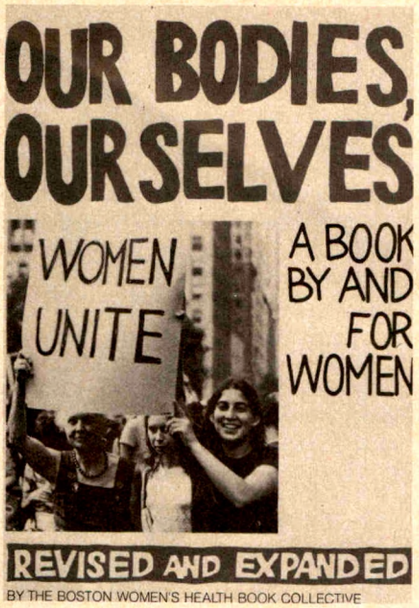

Book on Women Creates Controversy For Libraries Nationwide

by Susan Spaeth Cherry

A book discussing lesbianism, abortion, birth control, and other subjects concerning women is igniting sparks of controversy throughout the nation. From Massachusetts to Texas, citizens are protesting open shelving of *Our Bodies, Ourselves* in local libraries.

In Prince George's County (Md.), about 25 citizens calling themselves the Coalition for Children have been actively protesting the book's placement in the young adult sections of the county library system. One hundred eighty-four copies of the book are available throughout the system.

In Plainview, Tex., a small female group called Women Who Want to Be Women is trying to remove the book from the Unger Memorial Library. And in Ludlow, Mass., a group of parents recently persuaded school officials to ban *Our Bodies, Ourselves* from the high school library. The book was reinstated two weeks later when the American Civil Liberties Union threatened to sue the school district.

Published by Simon and Schuster, the book uses photographs and diagrams to illustrate chapters on subjects ranging from childbirth preparation to self-defense. It has been favorably reviewed by magazines including *Library Journal, Newsweek,* and *Saturday Review.*

Our Bodies, Ourselves appeared on the 1976 "Best Books for Young Adults" list, published in the April 1977 issue of ALA's *Booklist.* Several librarians wrote to ALA to protest what they considered its endorsement of the book.

In Maryland, the Montgomery County school system rejected *Our Bodies, Ourselves* for classroom use, alleging it contains medical inaccuracies. The Prince George's County Coalition for Children wrote to the Maryland states attorney's office last fall to protest the book's placement in young adult sections of the county library system.

"It (the book) takes a promasturbation, prolesbian, pro-abortion position. We feel this is opposed to the views of families of the Judeo-Christian tradition," said Carolyn Paul, spokesperson for the coalition.

The states attorney's office ruled "the book cannot be considered pornographic because (it) does not focus predominantly upon what is sexually morbid, grossly perverse, and bizarre without any artistic or scientific purpose or justification."

The coalition also opposed the book in a letter to the Prince George's County executive. Before the County Council it protested spending tax dollars on the library system, and at town meetings it distributed newsletters lambasting the book.

The group's efforts were supported by

ALA Copyright Kit: What You Must Know Now

To help implement the new copyright law, ALA has prepared the *Librarian's Copyright Kit: What You Must Know Now.* A collection of 11 documents in a handy folder for easy storage and quick reference, the packet is available from the ALA Order Department, 50 E. Huron St., Chicago, IL 60611 for $7.50, ISBN 0–8389–3209–6 (1977).

The items may also be purchased separately at the prices listed below with ISBN numbers. As noted, seven of them have been published in *American Libraries.*

- *The New Copyright Law: Questions Teachers & Librarians Ask,* a joint project of the American Library Association, the National Council of Teachers of English, and the National Education Association, published by NEA, 1977. 76 p., $2, ISBN 0–8389–3214–2.
- *Librarian's Guide to the New Copyright Law,* reprinted from the *Washington Newsletter,* vol. 28, no. 13, Nov. 15, 1976. A discussion of PL 94–553 arranged by topic. Includes excerpts from the law and from reports of the House Judiciary Committee and Conference Committee. 48 p., $2, ISBN 0–8389–3197–0.
- "Guidelines for Seeking or Making a Copy . . . ," by ALA's Resources and Technical Services Division. What constitutes a fair search. 4 p., 25 cents, ISBN 0–8389–5534–7.
- *Interim Look at the Copyright Revision,* by William North, ALA's legal counsel. 16 p., $1.75, ISBN 0–8389–5533–9.
- "A Librarian Looks at the New Copyright Law," by Edward G. Holley (*AL,* May 1977, pp. 247–51). 40 cents, ISBN 0–8389–5526–6.
- "Living in the Gap of Ambiguity," by Louis I. Flacks (*AL,* May 1977, pp. 252–57). 40 cents, ISBN 0–8389–5527–4.
- "Revised Interlibrary Loan Form," (*AL,* October 1977, pp. 492B-C). 25 cents, ISBN 0–8389–5529–0.
- "Language Suggested for the Required Notices," by the Interlibrary Loan Committee of the Reference and Adult Services Division (*AL,* November 1977, p. 530 as corrected in this issue on p. 22). 10 cents, ISBN 0–8389–5537–1.
- "Language and Specifications for 'Display Warning of Copyright' and for 'Ordering Warning of Copyright'," by the U.S. Copyright Office (*AL,* December 1977, p. 596 in abbreviated form). 10 cents, ISBN 0–8389–5538–X.
- "Guidelines: Records of Interlibrary Loan Photocopying Requests," prepared by RASD's Interlibrary Loan Committee (*AL,* December 1977, p. 624). Ten cents, ISBN 0–8389–5536–3.
- "Proposed Copyright Clearance Procedures," guidelines and bibliography prepared by ALA and the Association of Research Libraries, (*AL,* December 1977, pp. 624–25, does not include bibliography). 40 cents, ISBN 0–8389–5532–0.

ALA's Order Department offers reduced rates on the complete kits and the individual items when purchased in quantity: 5–50 copies, 10% discount; 51–250 copies, 20% discount; 251 or more, 30% discount.

P 3216

Councilmen Frank P. Casula and David G. Hartlove, Jr., who wrote about their "strong objection to this material being available to county youngsters" in a letter to the library board president.

Board Backs Library

The board, which has ultimate authority over the book's fate, decided to retain the publication in the young adult sections.

"The kinds of information young people need are certainly included in this book. They're in a period of their lives when they have many questions about their bodies . . . This book can help them answer some of these questions," explained William Gordon, director of the library system.

Gordon said the library responded to a complaint the coalition filed about the book by sending the group a letter. It cited reviews saying *Our Bodies, Ourselves* should be available for young adults.

The coalition will continue to oppose the book's availability to children at town meetings, according to Ms. Paul. She said the group will prove its point by reproducing and distributing excerpts from the publication.

Similarly, the Texas group Women Who Want to Be Women will continue efforts to remove *Our Bodies, Ourselves* from the Unger Memorial Library, according to Judy Smith, head librarian.

"This particular group is not going to give up," said Smith, noting members have asked their city council to remove *Our Bodies, Ourselves* and three other publications from library shelves.

The Plainview council has informally suggested that the library board form a plan to select books "in the best interest of the community" and keep objectionable material out of the hands of children, according to Smith.

The board has tabled discussion of the issue, but Smith said two of the five members favor instituting a limited access policy for books like *Our Bodies, Ourselves*. Smith, who has ultimate authority over book selection and cirulation, indicated she is against such a policy.

The city council has mentioned the possibility of cutting library funds if complaints about library inventory do not stop, according to Smith. □

Three Words Added To Copyright Notice

Photocopies aren't the only reproductions patrons can make of library materials—machines also duplicate audio cassettes, for example. To warn everyone that copying anything may be illegal, RASD's Interlibrary Loan Committee has added three little words—"or other reproductions"—to its recommended notice to be posted on unsupervised reproducing equipment as required in Subsection 108 (f) (1) of the copyright law (*AL*, Nov., p. 550). The notice now reads:

> **Notice: The copyright law of the United States (Title 17 U.S. Code) governs the making of photocopies or other reproductions of copyrighted material. The person using this equipment is liable for any infringement.**

ALA notified library supply houses of the change in time to correct the wording on their products. The Demco Educational Corp. has printed the notice on 12- by 12-inch laminated signs. Other copyright notices are available on transparencies, 1-inch labels, and 3-line rubber stamps.

Using Old ILL Forms

In discussing Interlibrary Loan issues in the Winter 1977 issue of *RQ*, Nancy Marshall and Ronald Naylor assure librarians they may still use the old ILL form to request photocopies. They must place the appropriate code, CCG for Conforms to Copyright Guidelines or CCL for Conforms to Copyright Law,

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next to the signature of the person who authorized the request (*AL*, Oct., pp. 492B-C). The old form can also be used for requesting loans of original materials.

Computer Tracks Copying

The Washington University School of Medicine Library claims it has a computer program destined to tell librarians when they are in danger of violating the copyright law. Each item borrowed through interlibrary loan is keypunched on a separate card. The program, run quarterly, will list all items, items chargeable against fair use, titles approaching violation of fair use, and those that are in violation. For information, write Millard F. Johnson, Jr., Research Assistant in Machine Methods, University of Washington School of Medicine Library, 4580 Scott Ave., St. Louis, MO 63110.

School Facility Faces Court Trial in Dispute Over Film Copying

Is it legal to videotape off-the-air films for educational purposes?

This question, which never has been answered in court or by statute, arose last fall when three educational film producers filed suit against the Board of Cooperative Educational Services (BOCES), First Supervisory District, Erie County, N.Y.

Copyright infringement under pre-1978 law is the basis for the claim against BOCES by Encyclopaedia Britannica Educational Corp., Learning Corporation of America and Time-Life Films, Inc. The case is not expected to be tried for several months.

The plaintiffs allege that BOCES copied, recopied, and showed off-the-air films without securing permission from the film producers. They are requesting monetary damages of not less than $250 for each copyright infringement.

BOCES is an educational cooperative created by New York State to supply services school districts would not be able to afford themselves. It includes a videotape film library serving 21 school districts in north suburban Buffalo.

The film producers are claiming BOCES's duplicating policies have potential to erode the market.

"Our sole market is the educational marketplace. The potential economic impact (of copying films) is very damaging to our interest," explained Ivan R. Bender, legal counsel for Britannica.

The economic harm to the film producers will be a less important issue in court than the copyright law violation, according to Bender. He noted since the suit was filed in October 1976, the court will judge the case with standards used before the 1978 law took effect.

Bender said the new law will not change the outcome of the case. He explained he does not think BOCES can defend itself through the "fair use" argument, which permits copying materials without the producer's consent for nonprofit, educational purposes.

"We don't think fair use was intended to go this far," he said.

Disagreeing with Bender, Carl Kustell, attorney representing BOCES, said, "Copyright for the purpose of delayed viewing by students in the classroom and for no commercial purpose is allowed under the copyright law."

The film producers discovered materials were being reproduced when they saw the films listed in BOCES catalogues. Bender estimated 25 films were copied, but the actual number has not yet been determined.

Bender said BOCES should have obtained two types of license before reproducing the films. One license would allow the cooperative to duplicate materials on videotape; the other would allow it to televise the films. The licenses are available on a fee basis. *(Cont. on p. 25.)*

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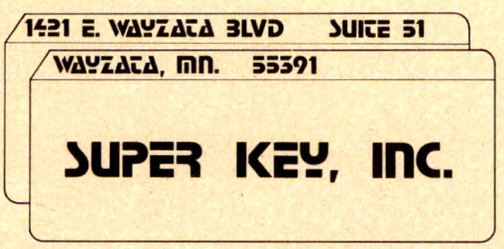

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CLSI: THE LEADER IN TECHNOLOGY FOR LIBRARY AUTOMATION

C L Systems, Inc. (CLSI), the organization which has developed every significant advance in automated library systems, now adds another to its long list of "firsts" -- the LIBS 100 Browsing Terminal.

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1975 - CLSI is *first* to install composite circulation stations combining the flexibility of a keyboard display station with the speed of a lightpen station.

1975 - CLSI is *first* to introduce rapid, accurate, and efficient procedures for the transition to online circulation without retrospective conversion.

1975 - CLSI is *first* to install a distributed network for automated interlibrary loans.

1976 - CLSI is *first* to introduce access to online bibliographic information through use of searchable call numbers.

1976 - CLSI is *first* to integrate facilities for handling serials and multi-volume works with an online circulation system.

1976 - CLSI is *first* to install magnetic tape input/output facilities for loading and maintaining bibliographic and patron files.

1977 - CLSI is *first* to install circulation stations capable of reading labels printed in OCR-A font.

1977 - CLSI is *first* to install TITLEQUERY stations which make bibliographic information available to the public.

1977 - CLSI is *first* to install a direct interface between an online circulation system and a remote bibliographic data base.

1977 - CLSI is *first* to install circulation stations capable of converting machine-readable data containing title, item, or patron information from any medium.

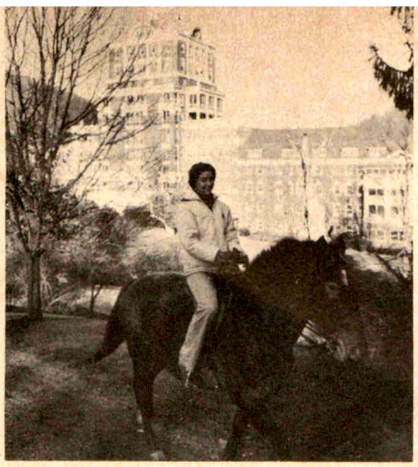
And now, CLSI is *first* to introduce the LIBS 100 Browsing Terminal -- the terminal with a touch-sensitive screen that allows library patrons to retrieve bibliographic information from the online catalog with a touch of the finger. The LIBS 100 Browsing Terminal is another advance in library automation, resulting from CLSI's ongoing development program for the LIBS 100 System.

One of the reasons CLSI continues to lead in technology for library automation is that CLSI is constantly investing in the development of new and improved features and increasing the flexibility of the LIBS 100 System, based on the experience of actual use of the system in more than 100 libraries. Through the CLSI release process, new features and improvements are made available to all LIBS 100 libraries.

Library automation has always been -- and will continue to be -- the only activity of the CLSI organization. That's another one of the reasons CLSI is always *first!*

See the formal introduction of the LIBS 100 Browsing Terminal at CLSI's exhibit in Booth #402 at the Midwinter Meeting of the American Library Association, January 23-26, 1978, Palmer House, Chicago.

C L Systems, Inc., 81 Norwood Avenue, Newtonville, MA 02160 (617) 965-6310



CHAPTER SNAPSHOTS

National Velvet, no, but a Grand Hotel indeed. The fabulous Homestead in Hot Springs, Va., helped draw together more of the state's librarians and media specialists than ever before for an annual meeting. Sponsored by the Virginia Library and Virginia Educational Media Associations, the Nov. 17–19 event featured ALA President Eric Moon among many other nationally prominent speakers addressing the topic, "Technology, Information, and Society."

On horseback, heading for a mountain trail between sessions, is Cynthia Collins of Norfolk Public Library.

Film Copying Dispute, continued.

The film producers have been granted a temporary restraining order preventing BOCES from tampering with the duplicated films. The producers plan to ask the court for a preliminary injunction that will prevent the cooperative from copying any more films for a specified time period.

During the trial, the film producers will seek an order enjoining BOCES from further copying and showing the videotapes in question. It will ask that BOCES destroy all copies allegedly made in violation of copyright.

BOCES has stopped distributing the tapes involved in the suit. —S.S.C.

Librarian Files Discrimination Suit

What started as a job application has turned into a lawsuit for James Wright, director of the Rochester Public Library's Phyllis Wheatley branch.

Wright has filed a $50,000 lawsuit against the library charging discrimination against its minority employees. He claims he was not promoted to the position of associate director of management services because he is black.

The New York State Supreme Court granted Wright a temporary restraining order preventing the library from filling the job until the suit is settled. A hearing that would make the order permanent was scheduled for mid-December.

Last fall, Wright learned that another applicant, Rodney Perry of Bryn Mawr, Pa., had been selected for the job. Perry is assistant director of the Lower Merion Library Association.

Wright accused the library of discriminating against minority employees "by maintaining a policy . . . which is directed to seeking and promoting only white persons for the best-paying, career-oriented jobs."

The library science doctorate holder also charged Rochester Public with rejecting minority candidates who are more qualified than those who are hired.

Wright has asked that the court direct the library to write an anti-discrimination policy. The suit may not be tried for as long as a year, according to Joseph Regan, attorney representing the library.

Skinned in '77, Buffalo (& Erie County Library) Thickens its Hide in '78

"The Buffalo & Erie Public Library System will be staging a comeback in 1978," promised Assistant Deputy Director Martin Lewin Dec. 7. The Erie

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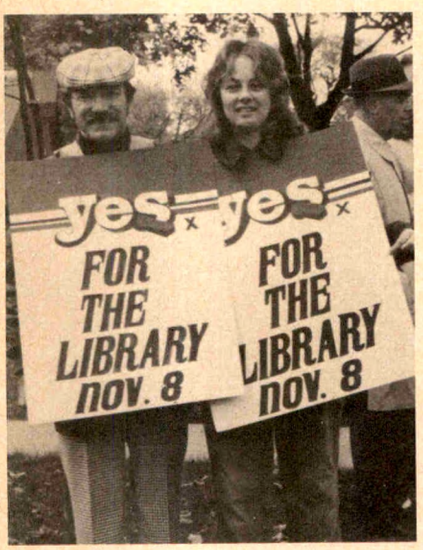
Drake Edens Library, Columbia College, S. C.

County Executive had just approved a $9.6 million budget adopted by the county legislature. The figure was $1.5 million more than the executive himself had recommended and a whopping $3 million increase over the pennypinching 1977 budget.

That budget had caused drastic cuts in staff and service in the sprawling system of 53 libraries (*AL*, March 1977, p. 110). The new budget, Lewin said, will permit the Buffalo & Erie to restore its school services and film departments, put two more bookmobiles back on the road, reconstitute technical services, bolster its staff and staff morale, and recaulk the deteriorating Central Library building.

The system also looks forward to a greater share in sales tax revenues in 1978. The legislature has changed its sales tax distribution formula to provide a separate fund for libraries, cultural institutions, and other public benefit services. Instead of an annual contribution of about $10.5 million to libraries and cultural institutions, the sales tax funding is expected to amount to $13.1 million in 1978. *—L.R.P.*

$10.5 million, yes! Toledo-Lucas County Public Library staff members Don Burrier and Vicki Culling campaign for passage of a .7-mill levy to raise funds for library services that have been cut due to budgetary problems. Voters in the Ohio county approved the levy by a two-to-one margin, enabling the library to receive $2.1 million a year for five years. About 25 percent of the revenue will be used to purchase books, magazines, records, and other materials. The levy has enabled the library to hire additional personnel and resume evening hours at its main branch. Some funds have been earmarked for long-needed repairs and improvements.



Into the blast freezer go these rare books at Yale.

Beinecke Book Bugs Get Cold Treatment

To kill the bugs that eat their way through books, Yale's Beinecke Rare Books and Manuscript Library used to fumigate materials in the traditional way. No more—the Beinecke now has a deep freeze.

Some time ago, Old World anobiid beetles of a family not previously known in America were discovered in a shipment of old books Yale imported from Europe. Only 37 books were actually infested. (The catalog card on one, a religious work by Fellino Maria Sandeo dated 1561, notes "Vol. 4 wormed at the end with some damage to text.") But more beetles were found in bug traps in the section where the books had been shelved, making 37,000 other volumes suspect.

Book Conservator Jane Greenfield consulted noted Yale biologist Charles L. Remington, who recommended his own freezing technique.

The assistant manager of the Yale Dining Halls supervised the construction of a 10′ by 10′ freezer chamber in Beinecke's basement. It accommodates steel carts that hold books sealed in polyethelene bags like those used for food in home refrigerators. After three days in the chamber where the temperature is 20° below zero (Fahrenheit), the materials are completely de-insecticized, Yale experts maintain. The cold kills insects, eggs, and larvae without injuring the books.

All 37,000 books have been bagged, but it will take until July 1979 to complete the job. Meanwhile, the materials can be used on request.

From now on, the Beinecke will send all its acquisitions through the deep freeze, but traditionalists outside of Yale remain unconvinced. They suspect that freezing may not kill all insect eggs or be effective on mold spores and fungus. Proper fumigation, which need not be dangerous, solves a wider range of problems, one preservationist told *AL*. *—L.R.P.*

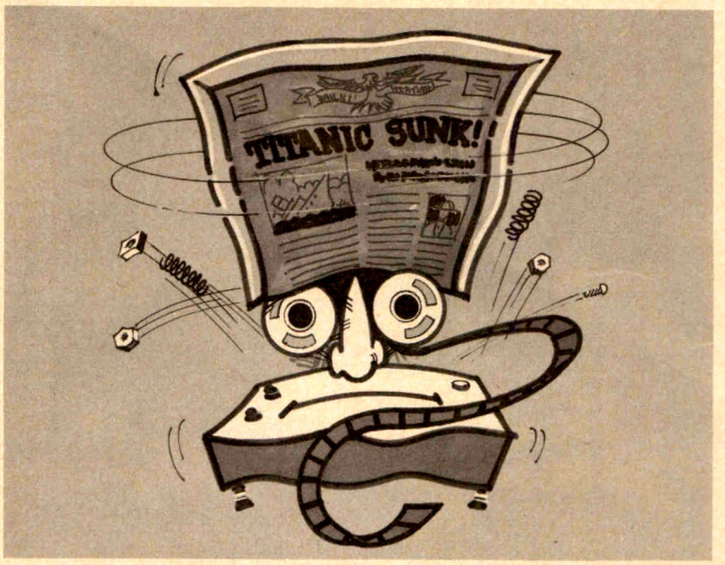
USC Library Top Priority

Lady Luck is frequenting the University of Southern California Library this year. Last fall, university officials designated the library a top budget priority, paving the way for additional library purchases and personnel raises.

The library's books and serials budget was increased 53.4 percent in a combination of regular and supplemental funds. As a result, the library will be able to spend as much for monographs as it does for serials, reports University Librarian Roy Kidman.

Professional personnel have received salary increases averaging 12.3 percent from a newly created salary pool. The increases put staffers on par with librarians at comparable institutions. The library's student wages budget also was raised 16.4 percent. □

REWARD



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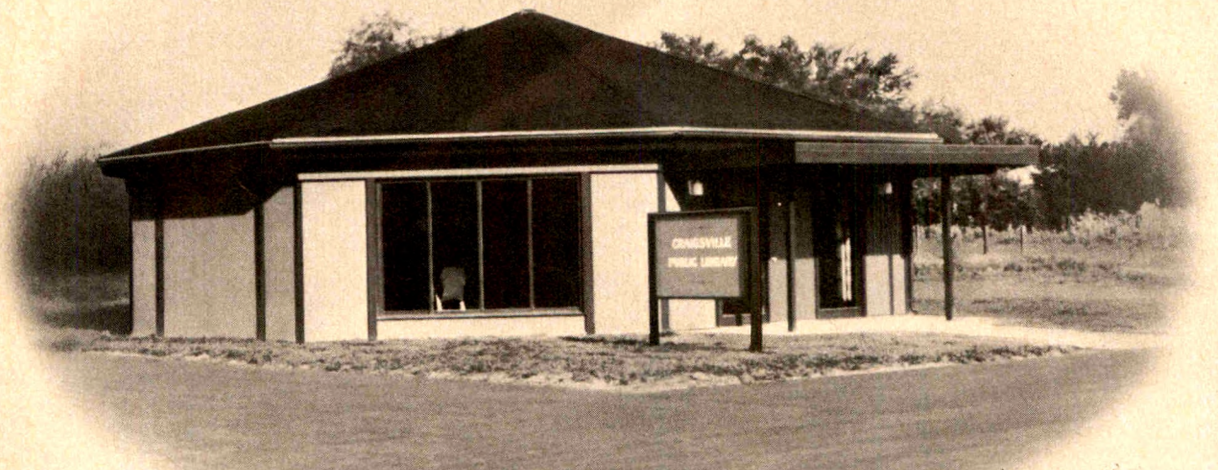

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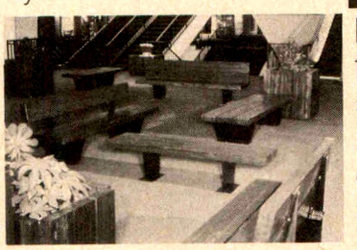

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ACTION EXCHANGE

How to count titles, and the school/public library debate

Q. What is the statistical norm for the number of physical volumes per bibliographic volume and vice versa? Edmund G. Hamann, Director, Suffolk University College Library, Boston (*AL*, Oct., p. 446).

A. HEW's Library General Information Survey instructions suggest that a library which does not maintain a title count of its various collections and cannot easily count the number of separate shelflist cards should use the following statistically sound method for an estimate:

1) Count the number of titles in one inch of the shelflist cards in the shelflist.

2) Repeat step one at random intervals (e.g., count one inch in every foot) throughout the shelflist.

3) Average the number of titles per inch.

4) Multiply the average titles per inch by the number of inches of cards in the shelflist. Frank Schick, Chief, Learning Resources Branch, Division of Multilevel Education Statistics, National Center for Educational Statistics, Washington, D.C.

A. The ratio of titles vs. volumes is directly affected by the proportion of serials acquisitions vs. monographic holdings. The average small-to-medium-sized public library with very few serials and very few multiple copies of monographs will display a ratio of nearly one to one volumes to titles. The larger public and smaller academic libraries will approach, but rarely exceed, two volumes per title. Larger academic, engineering, and science libraries may approach five volumes per title. Law libraries, where monographs are almost an insignificant portion of holdings, will run about 60 volumes per title, and I have found no other category that even approaches this ratio. (It is assumed that the serials collection is bound and that each binding is one volume.)

A better way, I found, to estimate titles in a given library collection, is to measure the running inches of the shelflist catalog, when held with moderate manual compression. An average shelflist, made up of worn and new cards, will account for close to 100 titles per running inch. Charles E. Funk, Jr., Connecticut State Librarian.

Q. Our public library board is exploring the feasibility of relocating branches in school buildings . . . We'd like to hear the pros and cons of this arrangement. Edward H. Fenner, Elmont Public Library, Elmont, L.I., N.Y. (*AL*, March 1977, p.117 and June 1977, p.296.)

A. We have found that the combined school/public library concept works. The White Oaks Branch of the Oakville Public Library is located in the White Oaks Secondary School in the north end of our town of 68,000. We are one of the few services provided in this rapidly developing area which is isolated from the rest of the town by a major highway and a large ravine.

The branch was built onto the back of the school resource center. Except for children's books, collections are integrated. We are aware of each other's priorities and we try to accommodate each other with little compromising of individual objectives. Library staff members are carefully chosen for their ability to cope with problems not normally prevalent in a "suburban branch."

Our circulation has increased yearly and we look forward to our fifth year of service to the community. We project increased use from new residents and a strong continuing relationship with the school. Jenny Amy, White Oaks Branch, Oakville Public Library, Oakville, Ontario.

A. To fulfill requirements for a master of science degree at Illinois State University, I recently wrote a thesis on "The Combined School/Public Library Concept: Will It Work?" available through Interlibrary Loan from Milner Library, ISU, Normal IL 61761. The study was based on a survey of 55 combined school/public libraries in the United States. My conclusions:

It is possible to combine school and public libraries and, in doing so, provide the services and programs to meet the needs of all patrons. However, success of a combined facility is subject to certain conditions and circumstances.

Fifty-two of the 55 libraries surveyed supported the concept without reservations. Certain advantages and benefits were cited: a better selection of materials, better use of financial resources, availability to the public of audiovisual materials and equipment, availability of interlibrary loan materials for students, and a wider range of media services (production, videotape facilities, meeting rooms, etc.) for all.

The problem most frequently mentioned was concerned with governance, i.e., failure of boards to define areas of responsibilities and to consult with all concerned personnel in planning the merger. Other concerns included the reluctance of adults to use the school-housed library because of the school noise and confusion, the inconvenience of the school location, the location of the library in the school, and the lack of parking space. Several libraries noted that facilities and budgets were inadequate to serve both school and public patrons.

Findings of this study indicate the optimum environment for establishing combined school/public libraries to be communities with 10,000 residents or less that need a school or a public library with a professional staff. In addition, representatives from all segments of community life should be involved in the planning; governance should be well established and responsibilities defined; the physical facility must be carefully planned to meet the needs of both public and student patrons, simultaneously; and lines of communication need to be well established between governing bodies, staff, public, and school. Wilma Lee Broughton Woolard, Washington, Illinois.

A. After four years of experience in the Kansas City (Mo.) Public Library's East Branch, located in East Branch High School, I described our critical problems in *Show-Me Libraries*' special school issue, 1974, pp. 26-29. Then and now my advice is "Don't combine!" Kelly Jennings, Kansas City, Missouri.

A. A continuing interest in school-housed public libraries is also to be found north of the border. The trend here is toward an increase in such experimentation.

Newfoundland, Canada's most eastern province, would appear to possess many characteristics associated with success in school-housed library situations: small rural community settings with few existing library services.

Beginning in 1970, Newfoundland entered into 11 "consolidated school-public library" arrangements. In 1976, the Newfoundland Public Library Board surveyed these communities and published the "Results of the School/Public Library Survey," by Pearce J. Penny and Penny Marshall (St. Johns, Newfoundland, 1977). The survey concluded that the majority of students (and presumably the teachers) found the location of the library in the school beneficial. The adult population, other than the professionals, were opposed for a number of reasons, including reluctance to use a facility intended for students.

On the basis of the Newfoundland experience, Chief Provincial Librarian Penny firmly supported cooperation rather than consolidation. He told me that the board voted to discontinue future arrangements of combination services but maintain those now operating.

In a 1975 University of Chicago master's thesis, "The School-Housed Public Library, Revisited," Carol Unger updated Ruth White's classic ALA report of 1963. Unger's library survey found that the school-housed facility was less than satisfactory to most of the respondents for the usual reasons: inconvenient location, dissatisfied adult users, inadequate collections, insufficient space for expanding school collections, vandalism, poor circulation to non-school users, and disputes between the school and public library authorities.

The situation is fluid, and there is more to be done. I hope to extend my own work in the field (L. J. Amey and R. R. Smith, "Combination School and Public Libraries: An Attitudinal Study," and L. J. Amey, "The Combination School and Public Library: A Bibliography with Special Emphasis on the Canadian Experience," both in *Canadian Library Journal*, 33, June, 1976, pp. 251–63). L. J. Amey, Assistant Professor, School of Library Service, Dalhousie University, Halifax, Nova Scotia.

P.S. In October Professor Amey initiated the Canadian School-Housed Public Library Project at Dalhousie's library school. Experts from Canada's ten provinces and the Yukon Territory will contribute articles, legislation information, and floorplans to *The Canadian School-Housed Public Library*, to be published in 1978.

Conclusion:

It is interesting that the replies to my question bear out the fact that public library service in a school building is not satisfactory, and this opinion has not changed over the years . . . The research carried on on Long Island by my library trustee, Richard W. Vogeley, and myself bear these facts out clearly. My library board is not contemplating moving our branches into any school buildings.

Some people believe that both the students and the general public of a community might be better served if its school and public libraries were combined into a jointly operated facility. In such a facility, expensive reference and periodical collections, as well as staff, maintenance, and utilities, would not be duplicated, and thus the community as a whole would realize a substantial savings. The most important question that arises with the consideration of such an economy move is how will it affect the service provided to the patrons? The quality of service cannot be measured in terms of dollars and cents.

Public libraries serve patrons "from the cradle to the grave," whereas school libraries must serve the special needs of the students who attend that particular school. The public library must serve *all* the members of the community through a large and broad collection. The school library serves just a microcosm of the entire community population. It must provide students with a collection that backs up the school curriculum.

Also, it should be noted that public libraries can serve the public better if they are located in areas into which large segments of the public gather, while schools tend to be located away from these areas. That public and school libraries serve different clientele does not rule out cooperation between the two; cooperation can be mutually beneficial.

An ALA survey conducted by Ruth White in 1963 on "The School-Housed Public Library" concludes that the prevailing opinion is against locating a public library in a school. That opinion still holds true today.

Granted, there are advantages to such an arrangement: a more extensive collection for the student, access to expensive equipment, and low-cost utilities, rent, and custodial services. However, the disadvantages are overwhelming: public reluctance to use the library during school hours, student demands for certain books which keep them from other patrons, curtailment of hours, and the danger of becoming accountable to the school district for service.

The needs of a community's patrons change and develop as the community itself undergoes change. Therefore, it is essential that the public library be able to devote most of its resources to keeping pace with these ever-changing needs. The public library must be able to concentrate its efforts on providing and developing additional resources for the public's benefit rather than for the school's curriculum, and on training its staff to be able to provide these resources to the general public. It should be left to the school administrators and to the specially trained school librarian to encompass the particular needs of the students into its school library.

As the evidence demonstrates, working well apart does not, in this particular set of circumstances, mean working even better together. Edward Fenner.

OVER TO YOU

Q. Our library is contemplating a merit salary increase over and above a cost of living and routine yearly increment. What are the methods and procedures for such a program? We're especially interested in the system for evaluation by supervisors, relating job performance to salary increase. Bob Smith, Coordinator of Young Adult Services, Cuyahoga County (Ohio) Public Library.

Q. Do any academic libraries provide library instruction to high school students? I've already contacted the University of Nevada/Las Vegas about its program (*AL*, Oct., p. 509). Susan Lindgren, Reference Librarian, Bailey Library, University of Vermont, Burlington.

Please send replies to ACTION EXCHANGE.

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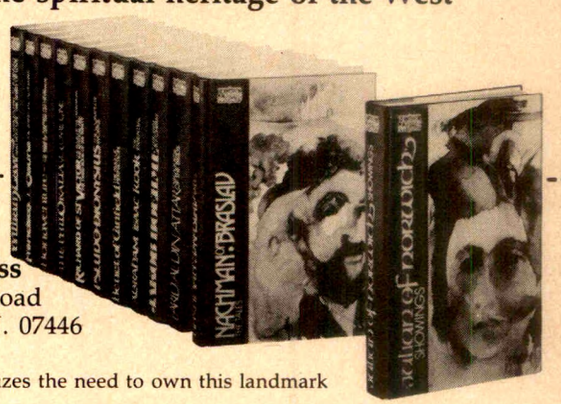

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I. LIBRARY MANAGEMENT

ALA 77/1
1 cassette 52:06*

How to Avoid the Practice of Law When Giving Legal Reference Service in Public and University Libraries

Association of College and Research Libraries, Law and Political Science Section

Presiding: Catherine A. Porter, Bank of America Law Library, San Francisco.
Speakers: David Hennington, Director, Houston Public Library; Abigail Dahl-Hansen, Princeton University Library; Catherine Porter; Myron Jacobstein, Law Librarian, Stanford University Law School Library.

ALA 77/2
1 cassette 64:11*

Coping with Change in the College Library

ACRL College Libraries Section

Presiding: Marjorie H. Sibley, Augsburg College, Minneapolis.
Speakers: Beverly P. Lynch, University of Illinois at Chicago Circle ("The Changing Environment of College Libraries: Social and Economic Challenges and Library Responses"); Barbara E. Markuson, Indiana Cooperative Library Services Authority, Indianapolis ("Coping with Technological Change in the College Library").

ALA 77/3
1 cassette 60:51*

You Too Can Be Sued—Legal Responsibilities of Library Trustees

Library Administration Division, Library Organization and Management Section, Insurance for Libraries Committee

Presiding: Phillip L. Maxfield, Tacoma (Wash.) Public Library.
Speakers: William W. Esseks, Attorney, Tooker, Tooker & Esseks, Riverhead, N.Y.; John A. Parent, Vice-President, Johnson & Higgins Insurance Agents, Detroit.

ALA 77/4
1 cassette 86:34*

Measurement

Library Research Round Table Forum I

Presiding: Charles C. Curran, College of Librarianship, University of South Carolina, Columbia.
Moderator: William E. McGrath, University of Southwestern Louisiana Libraries, Lafayette.
Speakers: Chai Kim, College of Librarianship, University of South Carolina, Columbia ("Cost Per Capita as an Indicator of Library Performance"); Edward Johnson, Pattee Library, Pennsylvania State University ("Assessing the Impact of MRAP on Several Research Libraries"); Edward T. O'Neill, School of Library and Information Science, State University of New York, Buffalo ("Measures of Library Performance: Traditional and New; Quantitative and Qualitative").

ALA 77/5
1 cassette 79:35*

Techniques for Finding Out

Library Research Round Table Forum II

Moderator: Robert W. Burns, Jr., Colorado State University Libraries, Fort Collins.
Speakers: Esther Dyer, Division of Library and Information Science, St. John's University, Jamaica, N.Y. ("The Delphi Technique: History, Development, and Use with Specific Reference to Library Applications"); R. Kent Wood, Department of Instructional Media, Utah State University, Logan ("Fault Tree Analysis [Employing Delphi Input]: The Systems Tool Used to Analyze Possible Modes of Failure in a System").

ALA 77/6
1 cassette 66:44*

Emergency—The Art of Coping

LAD LOMS Insurance for Libraries Committee

Presiding: Phillip L. Maxfield, Tacoma (Wash.) Public Library.
Speakers: Jeanne Goodrich, Idaho Falls Public Library; James Jones, Case Western Reserve University, Cleveland; Joan M. Costello, Wilkes-Barre (Pa.) Osterhout Free Library; Maureen Hutchinson, University of Toronto.

*Playing time in minutes and seconds.

ALA 77/7
1 cassette 80:12*

Economics of Providing Information and Services

Reference and Adult Services Division

Moderator: Allen B. Veaner, Stanford University Libraries.
Speakers: Donald W. King, President, King Research Co., Rockville, Md. ("Economic Interdependencies between Libraries and Publishers"); Richard DeGennaro, University of Pennsylvania Libraries, Philadelphia ("Adjusting Services to Needs and Resources"); Harold A. Olsen, San Jose State University Library ("Technology and Organization: New Approaches to Dividing the Work and Paying the Bill").

ALA 77/8
1 cassette 36:12*

The Future of College and Research Libraries: A Washington Perspective

Association of College and Research Libraries

Presiding: Connie R. Dunlap, Duke University Libraries, Durham, N.C.; President, ACRL.
Speaker: Stephen K. Bailey, Acting President, American Council on Education.

ALA 77/9
1 cassette 59:13*

Upstairs, Downstairs: Approaches to Selecting, Acquiring, and Processing Microforms

Resources and Technical Services Division, Reproduction of Library Materials Section

Presiding: Jane Garner, University of Texas General Libraries, Austin.
Moderator: Abigail Dahl-Hansen, Princeton University Library.
Speakers: Harriet Rebuldela, University of Colorado Libraries, Boulder, and Norman Shaffer, Library of Congress, Washington, D.C. ("Acquisition Considerations"); Judy Fair, Urban Institute Library, Washington, D.C. ("Procedures for Handling Microforms upon Arrival in the Library"); E. Dale Cluff, Marriott Library, University of Utah Library, Salt Lake City ("Bibliographic Control").
Summary: Francis Spreitzer, Library, University of Southern California, Los Angeles.

ALA 77/10
1 cassette 85:06*

Operations Research: Applications to Library Management

Library Research Round Table

Presiding: Edward T. O'Neill, School of Information and Library Studies, State University of New York, Buffalo.
Speaker: Ferdinand F. Leimkuhler, Professor of Industrial Engineering, Purdue University.

ALA 77/11
1 cassette 79:46*

Charging for Computer-Based Reference Service

Reference and Adult Services Division, Machine-Assisted Reference Service Discussion Group

Moderator: Peter G. Watson, Reference Department, California State University Library, Chico.
Speakers: Haynes McMullen, University of North Carolina, Chapel Hill; Zoia Horn, Stockton (Calif.) Public Library; Jan Egeland, Bibliographic Retrieval Services, Inc.

ALA 77/12
1 cassette 84:21*

Indexes and Periodical Use

Library Research Round Table Forum III

Moderator: John F. Harvey, St. Johnsbury, Vt.
Speakers: Charles W. Conaway, School of Library and Information Science, State University of New York, Buffalo ("The Coefficient of Index Usability of 'Off the Shelf' Indexes"); William M. Shaw, Jr., School of Library Science, Case Western Reserve University, Cleveland ("Techniques for Monitoring Use of Periodical Collections and for Rating Relative Liability of Unused Titles").

ALA 77/13
1 cassette 87:03*

Subject Heading Control in Catalog Management

RTSD Cataloging and Classification Section

Presiding: Edward J. Blume, Subject Cataloging Division, Library of Congress, Washington, D.C.
Speakers: Mary K. Dewees Pietris, Library of Congress, Washington, D.C. ("Subject Heading Development at the Library of Congress"); Arlene T. Dowell, School of Library Science, North Carolina Central University, Durham ("Options in Subject Heading Control"); Frances R. L. Needleman, MIT Libraries, Cambridge, Mass. ("Comprehensive Control—The MIT Experience"); Lizbeth Bishoff, Waukegan (Ill.) Public Library ("Selective Control in Smaller Libraries"); Joan K. Marshall, Brooklyn College Library ("Another View of Selective Control"); Elizabeth Dickinson, Broward County (Fla.) Library ("Subject Heading Management in an Automated System").

ALA 77/14
1 cassette 62:29*

Serials—Directions, Developments, Dynamics

RTSD Serials Section

Presiding: Lois Upham, Wilson Library, University of Minnesota, Minneapolis.
Speakers: Frank Clasquin, Executive Vice-President, F. W. Faxon Co. ("Identification of Core Serials Titles for Various Types of Libraries"); Margaret L. Johnson, Ohio College Library Center, Columbus ("Decisions to Be Made When Coming into an On-Line Check-In System"); Lois Upham ("Development of a Standard Serials Claim Form"); Susan Vita, Library of Congress, Washington, D.C. ("Possibility of CIP for Serials"); Allison Oppedahl, *Detroit Free Press* ("Progress in Creation of Standards Statistics for Newspapers and Periodicals"); Glyn Evans, State University of New York, Albany "(Creation of a Standard Serials Holdings Statement").

ALA 77/15
1 cassette 80:12*

Assert and Survive

American Association of School Librarians, Supervisors Section

Presiding: Mary Choncoff, Arizona Department of Education, Phoenix.
Moderator: Mildred Frary, Director of Library Services, City School District, Los Angeles.
Speakers: Phyllis Land, Director of Instructional Media, Indiana Department of Public Instruction, Indianapolis; Margaret Chisholm, Vice-President, University Relations and Development, University of Washington, Seattle; G. Sutherland Hayden, Associate Professor of Education, University of Michigan, Ann Arbor; Shirley Aaron, Professor, Florida State University, Tallahassee; Sena Kautz, Director of Media Services, Duneland School Corp., Chesterton, Ind.

ALA 77/16
1 cassette 49:00*

Commercial Processing Services: Will They Work for Me?

RTSD Commercial Processing Services Committee

Presiding: Dallas R. Shawkey, Brooklyn Public Library.
Speakers: David Remington, Cataloging Distribution Service, Library of Congress, Washington, D.C.; Thomas Tennyson, Brooklyn Public Library; H. William Axford, University of Oregon, Eugene.

ALA 77/17
1 cassette 64:17*

Planning School Media Center Facilities

American Association of School Librarians

Presiding: Walter W. Pennington, Florida State University, Tallahassee.
Speakers: Jane Anne Hannigan, Columbia University; Ken Eiler, Jahr Associates, Dearborn, Mich.; Lawrence Freedman, Farmington (Mich.) Public Schools; Virginia Cheek, Woodale Elementary School, Farmington Hills, Mich.

ALA 77/18
1 cassette 74:40*

Serials Management and Library Education

RTSD/Library Education Division, Education for Resources and Technical Services Committee

Presiding: Nancy J. Williamson, Faculty of Library Science, University of Toronto.
Speakers: Arlene Dowell, North Carolina Central University, Durham; Allen B. Veaner, Stanford University Libraries; David Taylor, University of North Carolina, Chapel Hill.

ALA 77/19
1 cassette 66:49*

Public Service and the On-Line Catalog

RASD Catalog Use Committee

Presiding: David F. Kohl, Holland Library–Social Science, Washington State University, Pullman.
Speakers: Carol R. Weiss, Roberts Library, University of Toronto ("Card Catalog to On-Line Catalog: The Transitional Process"); Richard Blood, University of Houston Library ("Public Service Use of the OCLC Data Base"); Pauline Atherton, School of Information Studies, Syracuse University ("The Subject Access Project: Promise for the Future for On-Line Subject Searching of Library Catalogs").

ALA 77/20
1 cassette 71:46*

Networks

Library Research Round Table Forum IV

Presiding: Charles C. Curran, College of Librarianship, University of South Carolina, Columbia.
Speakers: K. Leon Montgomery, Graduate School of Library and Information Science, University of Pittsburgh ("WEBNET: An Experimental Network Consisting of Six Libraries Who Share Resources and Acquisitions, Cataloging and Circulation Data"); Henry C. Chang and Bonnie Isman, Bureau of Libraries, Architecture Museum and Archaeological Services, St. Thomas, V.I. ("The Virgin Islands Demonstration Library Network Study: The Feasibility of Library Networks in Remote and Disadvantaged Areas").

ALA 77/21
1 cassette 51:22*

Effectiveness Measures for Public Libraries

Library Research Round Table Forum V

Presiding: Charles C. Curran, College of Librarianship, University of South Carolina, Columbia.
Moderator: Ernest R. DeProspo, Jr., Graduate School of Library Service, Rutgers University.
Speaker: Masae Gotanda, Hawaii Department of Education, Division of Library Service, Honolulu ("State-Wide Efforts to Develop Effectiveness Measures for Public Libraries").

ALA 77/22
1 cassette 75:04*

Training Programs and Classification Plans for Library Supportive Staff

LED Training of Library Supportive Staff Committee

Moderator: Bernard S. Schlessinger, College of Librarianship, University of South Carolina, Columbia.
Speakers: Stefan B. Moses, California Library Association, Sacramento ("Library Supportive Staff Should Be Trained in Structured, Recognized Two-Year and Four-Year Programs"); W. Bernard Lukenbill, University of Texas, Austin ("Structured, Recognized Two-Year and Four-Year Programs for Training of Library Supportive Staff Are Desirable"); Glen A. Zimmerman, Library of Congress, Washington, D.C. ("Tight Classification Plans, Including Differentiated Staffing Levels for Library Supportive Staff, Should Be the Norm"); Joseph Kimbrough, Public Library and Information Center, Minneapolis ("Fitting of Library Supportive Staff into Relatively Unstructured Classification Plans in Libraries").

ALA 77/23
1 cassette 56:45*

Grantsmanship for School Library Research and Projects

AASL Research Committee

Presiding: David V. Loertscher, Idaho Falls, Ida.
Welcome: Barbara Slanker, ALA Office for Research.
Speakers: Donald Fork, Department of Educational Media, Temple University, Philadelphia; Carol Kurzig, Director of Library Services, The Foundation Center, New York City; Brooke Sheldon, Graduate School of Library and Information Science, University of Pittsburgh.

ALA 77/24
1 cassette 76:19*

Using Statistics as an Internal Management Tool

LAD LOMS Statistics Coordinating Committee

Presiding: Katherine Emerson, University of Massachusetts Library, Amherst.
Moderator: Roscoe Rouse, Oklahoma State University Library, Stillwater.
Presentations: "Different Needs and Uses of Statistical Data"—Janis C. Keene, Tulsa City-County Library; Edwin Beckerman, Woodbridge, (N.J.) Public Library; Henry Shearouse, Denver Public Library; Roderick E. Banks, University of Alberta; John A. McCrossan, Vermont Department of Libraries, Montpelier (paper read by Esther Mae Henke, Oklahoma Department of Libraries, Oklahoma City).

ALA 77/25
1 cassette 83:47*

Cost Considerations in Continuing Education and Staff Development

LED Continuing Education Committee

Presiding: James A. Nelson, Office for Continuing Education, College of Library Science, University of Kentucky, Lexington.
Speakers: Richard M. Dougherty, Library, University of California, Berkeley; James Nelson; Patricia Emerson, Automatic Data Processing Management Training Center, Bureau of Training, U.S. Civil Service Commission; Julie Blume, Education Division, Medical Library Association, Chicago.

II PROFESSIONAL CONCERNS

ALA 77/26
1 cassette 69:13*

Beyond Book Reviewing

Booklist Children's Books Open Forum

Presiding: Betsy Hearne, Children's Books, *Booklist,* ALA Headquarters.
Speakers: Zena Sutherland, *Bulletin of the Center for Children's Books,* University of Chicago; Ethel Heins, *The Horn Book,* Boston; Betsy Hearne; Lillian Gerhardt, *School Library Journal,* New York City.

ALA 77/27
1 cassette 51:10*

Marketing, Selection, and Acquisition of Materials for School Library Media Programs

RTSD/Association of American Publishers Joint Committee

Moderator: D. Philip Baker, Library Media Centers, Stamford (Conn.) Public Schools.
Speakers: Henry Brickell, Policy Studies in Education, New York City ("Media Selection—What's in It for You?"); David R. Bender, School Media Services Office, Division of Library Development and Services, Maryland State Department of Education, Baltimore ("Highlights of the Survey Day").

ALA 77/28
1 cassette 67:19*

Ethnic Pluralism: The Emerging American Identity—From Fragmentation to the New Pluralism

Social Responsibilities Round Table, Ethnic Materials Information Exchange Task Force

Presiding: David Cohen, Department of Library Science, Queens College, Flushing, N.Y.
Speakers: John Murray Cuddihy, author, *Ordeal of Civility;* Anna A. Hedgeman, author, *The Gift of Chaos;* Yuri Suhl, author, *Uncle Misha's Partisans;* John Toland, author, *Adolph Hitler.*

ALA 77/29
1 cassette 80:22*

The ALA and International Library Organizations: Trends for the Next Decade and Beyond

International Relations Round Table

Presiding: Mohammed M. Aman, Palmer Graduate Library School, Long Island University, C. W. Post Center, Greenvale, N.Y.
Speakers: Robert Vosper, Vice-President, International Federation of Library Associations and Institutions; Robert Wedgeworth, Executive Director, ALA; Frank E. McKenna, Executive Director, Special Libraries Association; Jean Lowrie, President, International Association of School Librarianship.

ALA 77/30
1 cassette 81:31*

How to Plan and Conduct a Pre-White House State Conference

American Library Trustee Association

Presiding: Daniel W. Casey, Syracuse, N.Y.
Speakers: Hardy Franklin, Public Library, Washington, D.C.; Alice Ihrig, Oak Lawn, Ill.; Charles E. Reid, Reidson Corp., Paramus, N.J.; Esther Swanker, Special Assistant to New York Gov. Hugh L. Carey; Bessie B. Moore, State Library Commission, Little Rock.

ALA 77/31
1 cassette 84:10*

The Nature and Uses of Library History

American Library History Round Table

Presiding: Margaret F. Maxwell, Graduate Library School, University of Arizona, Tucson.
Program Chairman: Wayne Wiegand, College of Library Science, University of Kentucky, Lexington.
Speakers: Edward G. Holley, School of Library Science, University of North Carolina, Chapel Hill; Michael Harris, College of Library Science, University of Kentucky, Lexington; Peggy Sullivan, Chicago Public Library; Phyllis Dain, School of Library Service, Columbia University; Jesse Shera, School of Library Science, Case Western Reserve University, Cleveland.

ALA 77/32
1 cassette 68:32*

The Prostitution of Information: Fees for Service

Social Responsibilities Round Table

Presiding: Barbara Ford, University of Illinois Library at Chicago Circle.
Speakers: Fay M. Blake, University of California, Berkeley; Richard Hill, Michigan State University, East Lansing; Bernadine Hoduski, U.S. Congress Joint Committee on Printing, Washington, D.C.; Anne Lipow, University of California, Berkeley.

ALA 77/33
1 cassette 59:37*

Testing or Training: Qualifying for Professional Appointment

Library Education Division

Presiding: Lester E. Asheim, School of Library Science, University of North Carolina, Chapel Hill.
Speakers: Harold D. Martelle, Jr., City-County Library, Sacramento, Calif.; Jane G. Flener, University of Michigan Libraries, Ann Arbor; Jonathan Smilansky, College of Medicine, University of Illinois at the Medical Center, Chicago.

ALA 77/34
1 cassette 56:16*

Battles for First Amendment Rights

Intellectual Freedom Round Table

Presiding: Karl Weiner, President, Board of Trustees, Skokie (Ill.) Public Library.
Speaker: Charles Rembar, Rembar, Wolf & Curtis, New York City, author, *Perspective* and *The End of Obscenity: The Trials of Lady Chatterley's Lover, Tropic of Cancer, and Fanny Hill.*

*Playing time in minutes and seconds.

ALA 77/35
1 cassette 51:46*

Implementing the Copyright Law—What Librarians Should Know

RTSD/Association of American Publishers Joint Committee

Speaker: Barbara Ringer, Register of Copyrights, Library of Congress, Washington, D.C.

ALA 77/36
1 cassette 75:54*

Implementing the Copyright Law—Responsibilities of Librarians, Publishers, Educators, and Other Users

RTSD/Association of American Publishers Joint Committee

Moderator: Edward G. Holley, School of Library Science, University of North Carolina, Chapel Hill.
Speakers: Susan Bistline, Consultant to Copyright Office, Washington, D.C., and Georgie Goodwin, Instructional Materials, Metropolitan School District, Perry Township, Indianapolis ("Classroom [El-Hi] Uses"); William Nasri, Graduate School of Library and Information Sciences, University of Pittsburgh ("College, University and Public Library Uses"); Robert W. Frase, National Commission on New Technological Uses of Copyrighted Works, Washington, D.C. ("CONTU: What It Is and What It's Doing"); Charles A. Butts, Director, Subsidiary Rights, Houghton Mifflin Co., Boston ("Permissions, Policies and Procedures: Who Handles and How").

ALA 77/37 AB
2 cassettes 172:32*

Issues and Answers—The Information Society

President's Program

Presiding: Clara Stanton Jones, ALA President.
Speakers: Norman Isaacs, Editor-in-Residence, Graduate School of Journalism, Columbia University; Frederick Kilgour, Ohio College Library Center, Columbus ("The Impact of Technological Change on Libraries"); Thomas R. Buckman, President, The Foundation Center, New York City ("The Impact of Economic Change on Libraries"); Gerald R. Shields, School of Information and Library Studies, State University of New York, Amherst ("The New Role of Librarians as Professionals"); Fay M. Blake, California State Polytechnic University, Los Angeles ("Public Access to Information").

III. NEEDS OF LIBRARY USERS

ALA 77/38
1 cassette 71:28*

An Afternoon with Sol Gordon: Insights into Adolescent Sexuality and Love

Young Adult Services Division

Presiding: Sara Fine, Graduate School of Library and Information Sciences, University of Pittsburgh.
Speaker: Sol Gordon, psychologist, lecturer, and author of many books and articles for and about adolescents, including *You–A Survival Guide for Youth, The Sexual Adolescent,* and *Parenting–A Guide for Young People.*

ALA 77/39
1 cassette 55:49*

Literacy Programs in Libraries

Office for Library Service to the Disadvantaged, Advisory Committee

Presiding: Jean E. Coleman, ALA Office for Library Service to the Disadvantaged.
Moderator: Margaret Richek, University of Illinois at Chicago Circle.
Speakers: Brenda Gray, Mountain View (Calif.) Public Library; Biruta C. Kearl, Coordinator, Central Texas Library System, Austin.

ALA 77/40
1 cassette 87:54*

Paperback Power: How to Get It

YASD Publishers Liaison Committee

Presiding: Mary K. Chelton, Westchester Library System, Hartsdale, N.Y.
Speakers: Richard Peck, author, *Are You in the House Alone?* and *Representing Superdoll;* Audrey Eaglen, Cuyahoga County Public Library System, Cleveland; Marilyn Abel, Viking-Penguin Publishers, New York City; Marvin Scilken, Orange (N.J.) Public Library; Daniel Fader, University of Michigan, Ann Arbor, author, *Hooked on Books.*

ALA 77/41 AB
2 cassettes 125:16*

Information and Referral in Public Libraries

OLSD Advisory Committee

Presiding: A. P. Marshall, Eastern Michigan University Library, Ypsilanti.
Welcome: Clara Stanton Jones, ALA President.
Speakers: Miles Martin, Department of Library and Information Services, University of Toledo ("Introduction of Umbrella Philosophy: Communication Problems of Introducing I & R"); Maureen Donelan, Executive Director, Hudson County Council of Social Agencies, Jersey City, N.J. ("Community Resource Directories: Advocacy"); Norman Maas, TIP Program, Detroit Public Library ("I & R in a Large Public Library"); Bernard Margolis and Lisa Lakis, Community Service Council, Broward County, Fla. ("Automated I & R: Funding I & R Cooperatively"); Terence Crowley, Community Information Special Program, University of Toledo ("Statewide Plan in Ohio").

ALA 77/42
1 cassette 50:34*

Research Forum on Children's Books

Children's Services Division, Research and Development Committee

Presiding: Mary Kingsbury, School of Library Science, University of North Carolina, Chapel Hill.
Speakers: Christine E. Thorndill, Chicago ("The Renovation of Nancy Drew and the Hardy Boys"); Peggy Whalen Petrino, University of Pennsylvania, Philadelphia ("A Study of Children's Strategies for Making Meaning of Visual Narrative in Peter Wezel's *The Good Bird*"); Joseph Turow, Purdue University ("Client Relationship and Juvenile Publishing: A Case Study of Mass Market Production and Distribution of Children's Books").

IV. ALA REPORTS

ALA 77/43
1 cassette 51:37*

Inaugural Address of Eric Moon

ALA Inaugural Banquet

Presiding: Clara Stanton Jones, ALA Outgoing President.
Speaker: Eric Moon, ALA Incoming President.

*Playing time in minutes and seconds.

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Global Library Diplomacy:

National Purpose for an International Mission

by Robert Wedgeworth

ALA Executive Director Robert Wedgeworth recently returned from a UNESCO program-planning session in Paris, one of the many international and national meetings in which he participates each year on behalf of U.S. library interests at large.

His experience at the latest meeting underscored a growing concern that those American library interests, although enriched by the diversity of their origins, suffer from a diffusion of energy and lack of focus so severe as to weaken the library position on almost every political front, national and global.

His specific concerns and a proposed step forward are expressed below as his personal opinion.—Ed.

The strength and stability of American institutions devoted to library and information services tend to be concealed by the multitude of associations and societies attempting to represent their needs and interests. The 1977 *ALA Yearbook* lists more than 20 such national organizations, many of which carry out overlapping and frequently duplicative functions.

Perhaps the relative abundance of U.S. library resources encourages fragmentation of effort and competition for state and federal money. Yet, if resource sharing and networking dominate the thinking within the institutions out in the field, should not their national associations be similarly motivated?

Strength without Impact

The evidence is clear: this array of uncoordinated associations and societies has not had an impact at the national level commensurate with the strengths of the institutions they represent.

We can note, for example, how the U.S. Office of Education's library agency has survived by reshaping itself as a section, a branch, a division, a bureau, and most recently, an office. In each case, the staff was reduced and the agency lost some of its visibility. Lacking in policy for support of the nation's libraries, the Office of Libraries and Learning Resources provides no coordinated input to the higher levels of the Office of Education to speak for the diverse library services so needful of such advocacy.

In terms of financial resources available to the various associations, we might note also the extreme range of capabilities for delivering services to members, ranging from expenditures of more than $7 million to less than $10,000 annually. One barely tapped source of unified strength among the national associations would be the sharing of certain mission-directed funds; but even more important is the sharing of leadership, since quite often outstanding librarians in the several smaller library associations do not have the opportunity to exercise broader leadership in the library field.

Associations can strive to coordinate the activities of their constituents; but what about the growing influence of networks and the plethora of programs being delivered directly from various government agencies and private organizations? In addition to the National Union Catalog and other cooperative cataloging services provided over the years by the Library of Congress, we find direct services being provided by the National Library of Medicine in giving access to its Medline and Chemline Data Bases. One must also count among the independent library programs and interests the Ohio College Library Center's services to some 1,500 participants across the country, as well as the multitude of services from the commercial sector.

A National Voice

The National Commission on Libraries and Information Science (NCLIS) has been charged with national policy planning for libraries and information services; but how can that effort succeed without the acknowledged support of the many different constituencies in the field, as well as direct representation of their interests within NCLIS?

For example, library associations have no clearly defined role in the White House Conference process. Librarians recognize that the major role should be played by private citizens who will be supporting library services through their tax dollars; but the backbone of such programs will inevitably be the collective efforts librarians make to define those services and to set objectives for them within their national library associations.

The White House Conference can also be viewed as an opportunity for the national associations to create a *coordinative mechanism* for policy development in order to assure that we do emerge from the White House Conference process with the elements of a national library and information policy translatable into specific legislation.

In looking at the prospects for such a mechanism, it is interesting to note what has happened in the reorganization of information activities within UNESCO.

"Our" Committee in UNESCO

At its 19th session in 1976, the UNESCO General Conference adopted a resolution creating a new general information program. This program incorporated what formerly was a program for world science information systems (UNISIST) and the program for the planning of national documentation, libraries, and archives infrastructures (NATIS). Four principal objectives were set forth for member states.

1) To promote the formulation of national policies and plans;

2) To promote the establishment and application of methods and norms;

3) To contribute to the development of national infrastructures and the application of modern techniques of data collection, processing, transfer, and reproduction;

4) To promote training and education of information specialists and information users.

At the first meeting of the Intergovernmental Council of 30 member states established to guide this program (Paris, November 21–25, 1977), one of the recommendations was

that member states be encouraged to establish national focal points for the various activities under the four objectives. In the United States, work had already begun toward the establishment of a U.S. National Committee for the UNESCO General Information Program (GIP), representing the principal organizations and agencies involved in international information activities. In proposing this committee, an organizing group had defined, as areas requiring specific national focal points, library activities, archival activities and activities related to scientific and technical documentation.

The committee's expressed purpose is to serve ". . . as the central coordinating body of the U.S. national information community, responsible for representing and promoting its needs, interests, and views primarily with respect to the UNESCO General Information Program." ALA has agreed to sponsor the committee during its organizing phase. Other agencies will provide funding.

Who Speaks for Whom?

The American Library Association, the Special Libraries Association, and the Association of Research Libraries, in addition to the Library of Congress and other libraries, have been active over the years in the international scene; yet there is no clear focal point within the United States for international library activities any more than there is for national library activities, except where organizations such as ALA and LC have assumed such a role. It therefore seems that we are long overdue for an effective national coordinative mechanism for library associations. The Council of National Library Associations was founded in 1942 to serve this very function; but most of its members agree it now lacks the resources, commitment and operating capability to carry out this role effectively.

The Well Engineered Mechanism

In addressing the question of establishing a national focal point which would coordinate the activities of the various library and information service organizations, there are several requirements which must be met.

First, it must have representational governance to reflect accurately the diversity of library and information services in the United States and to take full advantage of the leadership resources these organizations develop; second, it must have enough financial support to keep its members informed on a timely and appropriate basis; third, it must have administrative capability to monitor activities, survey trends, report actions, and implement decisions of the group.

These requirements make it obvious that a national focal point for library and information service organizations in this country needs an office and some staff support. Since the American Library Association has traditionally assumed some of the responsibilities this coordinative mechanism should carry out, it would be entirely appropriate for the ALA to offer to house this organization and to administer its activities, provided members of such an organization would commit themselves to appropriate financial support, either given directly or raised from outside sources through joint efforts.

It will only be through purposeful coordination of our several efforts on the national and international scene that we will be able to emphasize the strengths of U.S. librarianship with corresponding impact. Perhaps then we would have an adequate basis to engage in global library diplomacy in the style of a diplomatic mission—i.e., with a sense of purpose. □

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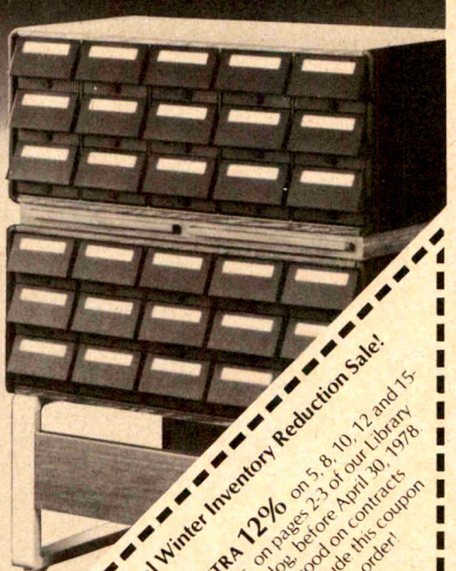

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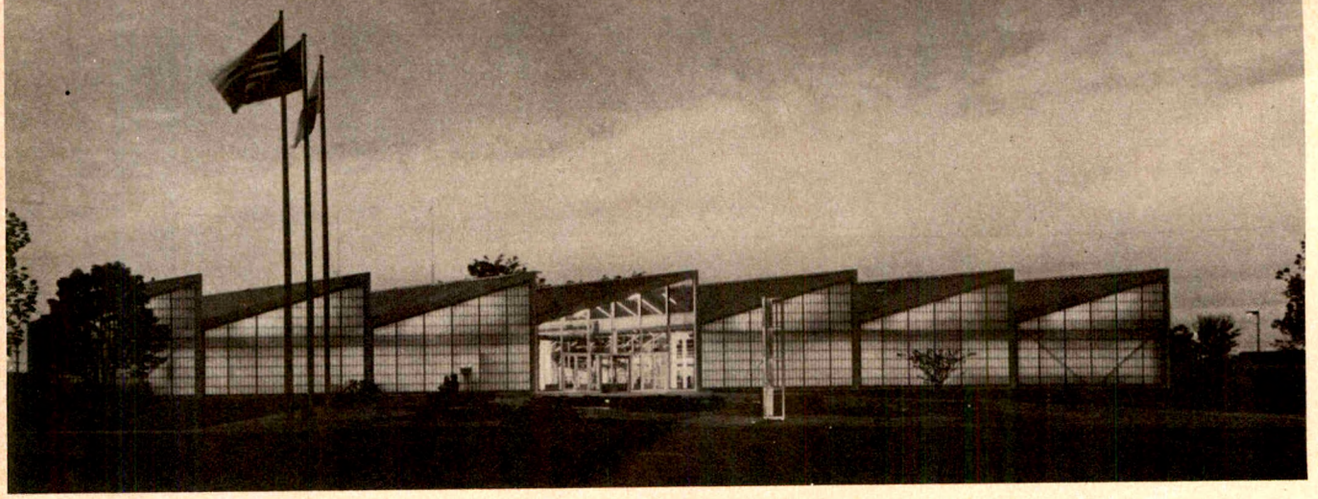
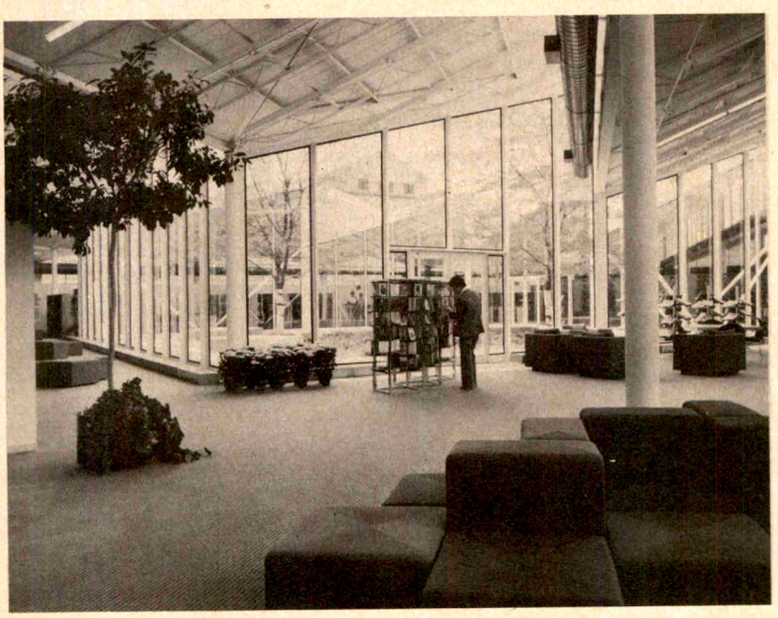


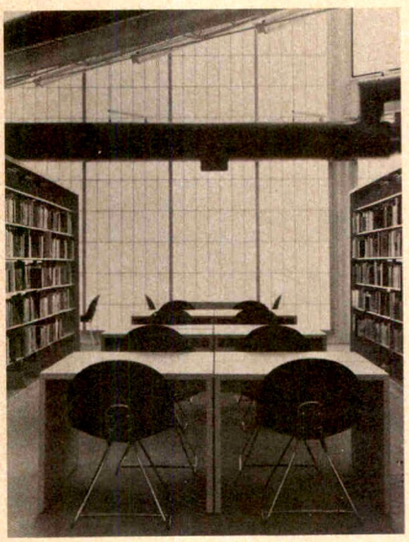


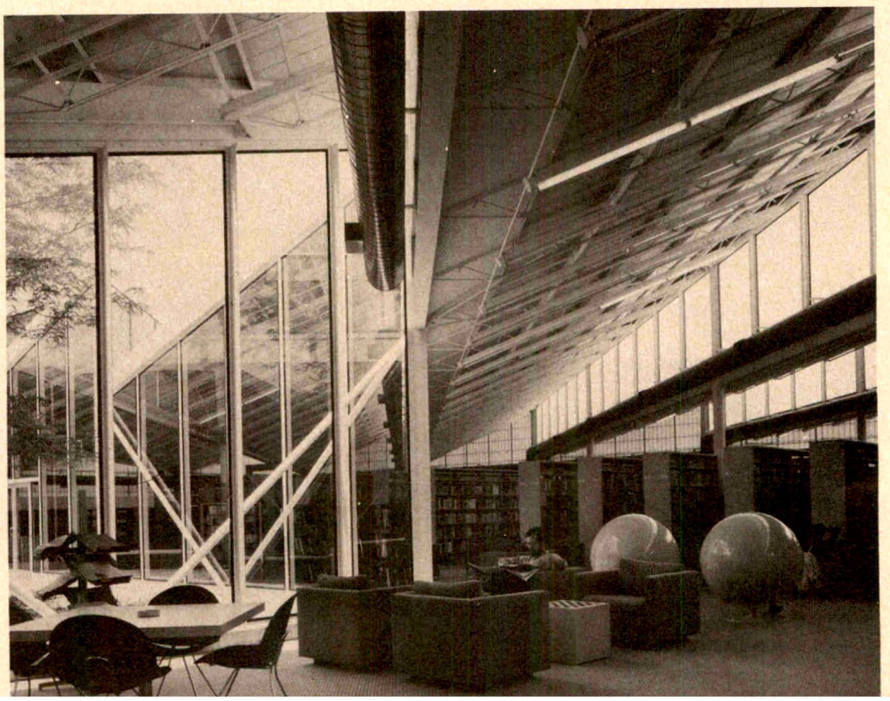
Spirited Ambience

"The spaces and multiple light reflections create a light, spirited ambience." That was the jury's opinion in selecting the new Michigan City (Ind.) Library Beachway facility for an award by the Chicago Chapter of the American Institute of Architects.

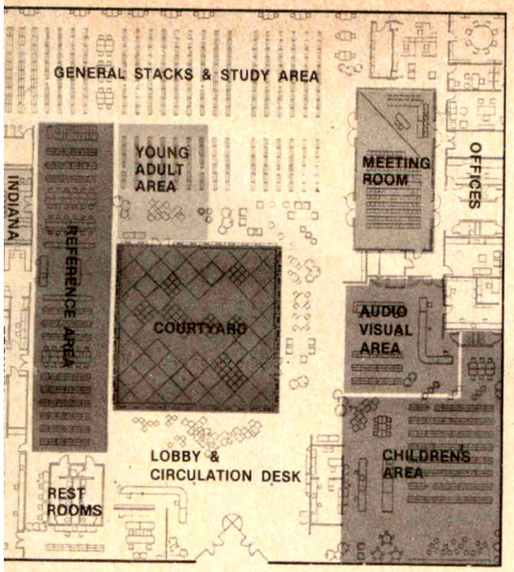
Also cited for its "openness and transparency," the library is a 35,000-sq.-ft., one-level structure. The designers, C. F. Murphy Associates of Chicago, planned the building to meet the area's library needs for the next 20 years of projected growth.

An interior court located asymmetrically along the diagonal axis of the 197-





Four views and floorplan of the new Michigan City (Ind.) Public Library.



foot square building creates user areas of various sizes. Since there are no corridors, these areas overlap, giving the library a sense of continuity and community. All the departments focus on the court, which is open to the elements and separated from the library by glass walls. The courtyard is used as an outdoor reading area.

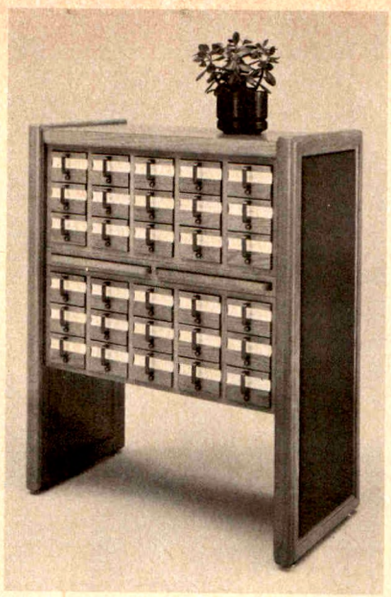
The exterior walls are translucent fiberglass, permitting sunlight to enter during the day and causing the building to glow at night. Skylights in the sawtooth roof face north and provide natural lighting; the walls and skylights minimize the use of electrical lighting during the day. Having no transparent windows, the translucent outer walls direct attention to the court as the focal point of the library interior. In terms of energy savings, the outside wall has insulation properties equal to six feet of concrete.

All permanent components of the building, such as ductwork and lights, follow the diagonal grid; the structural bays and walls, as well as equipment and furnishings, are on a rectangular grid. The building's design permits patrons to circulate freely and has great flexibility.

Since most all of the mechanical equipment is located outside the building, more interior space can be devoted to library uses. The ducts that circulate air for heating and cooling are exposed and are part of the decorative motif. The walls form a neutral background for the bright primary colors of the furnishings—blue seating and yellow shelving and carpeting.

The library can house 147,000 volumes and seat 208 readers. An adult meeting room accommodates 200, and a children's program area seats 35.

For all phases of the building project, the cost was approximately $2.7 million. □



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Note: Entries pertaining to continuing education are compiled by Eileen Zilius of the ALA Office for Library Personnel Resources and the Library Education Division.

January

12-17: Nat. Audio-Visual Assn. Annual Convention & Exhibit, Houston, Tex. NAVA Conv., 3150 Spring St., Fairfax, VA 22030 (703-273-7200).

16-19: *Going to the Source: An Introduction to Research in Archives*, National Archives, Washington, D.C. Fee, $50. E. Freivogel, Ed. Div., National Archives & Records Service, Washington 20408 (202-523-3298).

19: *Library Outreach Cooperative Meeting*, Patient Library, Progress Hall, St. Joseph State Hospital, St. Joseph, Mo. L. Weitkemper, LOC, c/o Daniel Boone Reg. L., POB 1267, Columbia, MO 65201.

19: *Information Networks and Telecommunication Systems*, Americana Hotel, NYC. Spons., New York chaps. of ASIS & SLA. Fee, $25 (incl. lunch); make check payable to ASIS N.Y. Chapter). *Apply by Jan. 12.* E. Glynn, Peat, Marwick, Mitchell & Co., 425 Park Ave., NYC 10022.

20: *Using In-Basket Exercises for Classroom Instruction*, Palmer House, Chicago. Spons., Cont. Ed. Committee of the Assn. of Am. Library Schools. Fee: $10 mems.; $20 for nonmems. J. Phillips, AALS, 471 Park Lane, State College, PA 16801.

22-23: National Librarians Assn. Annual Conf., Palmer House, Chicago. P. Dollard, Monteith L., Alma Col., Alma, MI 48801 (517-463-2131, ext. 332); or R. Brick, 1515 E. 54th St., Chicago 60615 (312-947-2161).

30-Feb. 3: *Indexing in Perspective* and *On-Line Searching* back-to-back seminars, Amer. Soc. for Info. Science, Washington, D.C. Spons., Nat. Fed. of Abstracting & Indexing Srvcs. Fee: $175 for either 3-day sem. or $325 for full 5 days. NFAIS, 3401 Market St., Philadelphia 19104 (215-349-8495).

February

2-3: *Copyright Workshop*, Valdosta State Col., Valdosta, Ga. Fee, $10. *Register by Jan. 6.* D. Ince, VSC, Valdosta 31601.

March

5-6: *Coming to Life: Biography for Children*, Madison, Wis. Spons., Cooperative Children's Book Center, U. Wis./LS and Extension Communication Programs. Library Science Unit, Communication Programs, UW-Ext., 610 Langdon St., Madison 53706 (608-262-3566).

6-10: *Institute for Evaluating School Media Programs*, U. Pitt./GSLIS, Pittsburgh. Spons., Nat. Assn. of State Ed. Media Professionals. B. Woolls, 642 LIS Bldg., UP, Pittsburgh 15260 (412-624-5236).

10: *Conference on Public Library/School Library Cooperation*, Iowa Memorial Union, Iowa City. Spons., UI/SLS. Fee, $15; O.5 CEUs. E. Bloesch, UI/SLS, 3087 Library, Iowa City 52242.

20: *Current Developments in Government Documents*, Dartmouth Col., Hanover, N.H. Spons., NELINET Gov. Docs. Task Group. Fee to be announced. J. Swanbeck, Bapst Library, Boston Col., Chestnut Hill,, MA 02167 (969-0100 Ext. 3213).

MAJOR DATES

ALA Annual Conference
Chicago June 24–30, 1978
Dallas June 24–30, 1979

ALA Midwinter
Chicago Jan. 22–27, 1978
Chicago Jan. 21–27, 1979

Executive Board
Spring Meeting Ap. 26–27, 1978

National Library Week Ap. 2–8, 1978

Children's Book Week Nov. 13–19, 1978

24-25: Hawaii LA Annual Conf., Princess Kaiulani Hotel, Honolulu. P. Rivero, Kaimuki Reg. L., 1041 Koko Head Ave., Honolulu 96813 (808-732-0727).

April

6-9: New York/International Antiquarian Book Fair, Hotel Americana. Fee: $10 opening night; $3 per day. FP Model & Co., 37 Riverside Dr., NYC 10023.

10-11: *The Public Library—Circumstances and Prospects*, U. Chicago Ctr. for Cont. Ed. Spons., U. Chicago/GLS. Conference covers finan. & technological background networking & other forms of cooperation, & info. services. Spkrs. incl. R. K. Molz, M. K. Chelton, T. Childers, and R. Wedgeworth. UC/GLS, 1100 E. 57th St., Chgo. 60637.

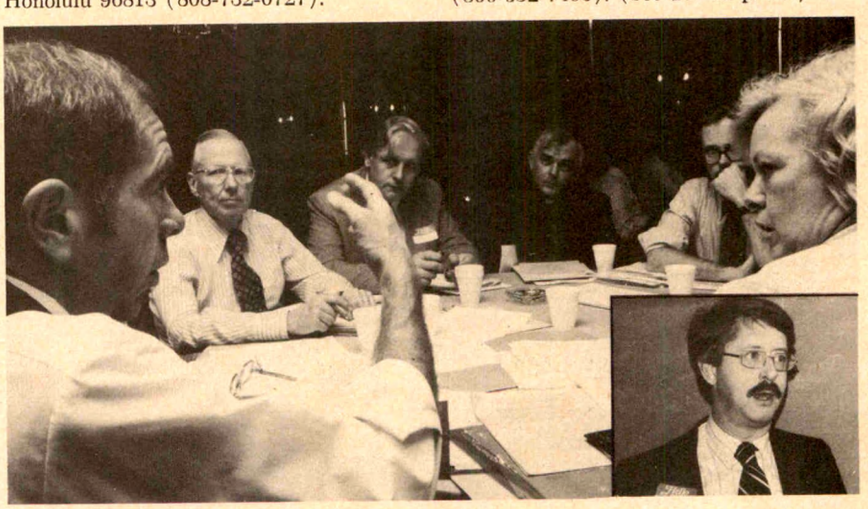
11-13: Assn. for Population/Family Planning Ls. and Information Centers—Int. Annual Conf., Atlanta Hilton, Atlanta, Ga. APLIC-Int., 165 S. 2nd Ave., Clarion, PA 16214 (814-226-5478).

12-14: Montréal International Book Fair, Place Bonaventure, Montréal. MIBF, 436 est, rue Sherbrooke, Montréal, Québec, Canada H2L 1-J6 (514-842-8411).

20-21: Archives-Libraries Committee of the African Studies Association Spring 1978 Meeting, U. Ill., Urbana-Champaign. The Cooperative Africana Microform Project also (CAMP) will meet on April 21. Y. Scheven, Archives-Libraries Committee, 220A University Library, UI, Urbana 61801.

20-22: Oregon LA Annual Conf., Rodeway Inn, Eugene. H. Howard, Eugene P.L., 100 W. 13th Ave., Eugene 97401.

26-27: Massachusetts Governor's Conf. on Libraries, Park-Plaza Hotel, Park Square, Boston. A. Cahill, Mass. Bur. of L. Extension 648 Beacon St., Boston 02215 (800-952-7403). (See box on p. 39.)



Angelita Untalan

At its first work sessions in November, members of the Citizens Advisory Committee for the Massachusetts pre-White House Conference broke up into groups to focus on the problems of Bay State library users. Chairing the 44-member committee is Channing L. Bete, Jr. (inset). In 1957 Bete's father first suggested a White House conference to Bessie Moore, then head of the American Library Trustees Association. See April 26–27 for details.

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

April: Massachusetts, Oklahoma, Oregon, Virgin Islands.

June: Colorado, Hawaii, New York.

August: Indiana.

September: Alaska, Connecticut, Kentucky, Louisiana, Minnesota, New Hampshire, New Jersey, Ohio, Virginia, Wisconsin (or October).

October: Alabama, Delaware, District of Columbia, Florida (or November), Idaho, Maryland, Mississippi, Montana, Rhode Island, West Virginia, U. S. Indians.

November: Arkansas, Illinois, Missouri, South Carolina, Texas, Utah.

Fall: Kansas (or Spring '79), Maine, Nebraska, Nevada, North Carolina.

December: Arizona, Tennessee (or Jan., Feb. '79), American Samoa, Guam, N. Mariana Is., Trust Territory.

Jan. '79: North Dakota.

Feb. '79: Puerto Rico.

March '79: California, Iowa, Michigan, New Mexico (or April).

April '79: Washington, Vermont (or May).

South Dakota and Wyoming have not yet determined if they will hold pre-WHCLIS meetings.

27-28: Connecticut LA Annual Conf., Marriott Hotel, Stamford. C. Cahan, West End L., 99 School St., Unionville, CT 06085 (203-673-3584).

27-29: Pennsylvania School Lns. Assn. Annual Mtg., Seven Springs Mountain Resort, Champion. M. McDermott, 826 Providence Rd., Apt. 301, Primos 19018.

30-May 5: *Educating Library Users Today: The Role of the Librarian as Teacher,* Columbia U./SLS. Fee, $215. CU/SLS, 516 Butler Library, New York 10027 (212-280-2292).

May

4-6: New England Ed. Media Assn. Annual Conf., Lake Morey Inn, Fairlee, Vt. B. MacDuffie, Upper Walpole Rd., Walpole, NH 02608 (603-445-5106).

15-16: New Hampshire L. Council Annual Conf., Red Jacket Mountain View. W. Staples, Central H.S., 207 Lowell St., Manchester, NH 03104 (603-625-9673).

22-24: American Soc. for Info. Science (ASIS) Mid-Year Mtg., Rice U., Houston, Tex. S. Normann, School of Pub. Health L., U. Tex., Box 20186, Houston 77025; or ASIS, 1155 16th St., N.W., Wash. 20036.

30-June 16: *Planning Library Buildings,* U. Wis./LS, Madison. 3 hrs. cr. P. G. Boyle, UW/LS, Helen C. White Hall, 600 N. Park St., Madison 53706 (608-263-2900).

June

8-9: Maryland LA Annual Conf., Hunt Valley Inn, Hunt Valley, Md. S. K. Thompson, c/o UM, Baltimore Cnty. L., 5401 Wilkens Ave., Catonsville 21228 (301-455-2064).

11-16: Special Libraries Assn. Annual Conf., Radisson Muehlebach Hotel, Kansas City, Mo. SLA, 235 Park Ave., S., NYC 10003 (212-777-8136).

11-30: 2nd British Libraries and Librarianship Seminar, Oxford, England. Spons., U. Okla. Col. of Liberal Studies & SLS, & Oxford U. Dept. for External Studies. 4 hrs. grad. cr. optional. "Library Seminar," OU Col. of Lib. Studies, 1700 Asp Ave., Norman 73037 (405-325-1061).

19-30: *PRECIS Training Course,* U. Maryland/CLIS, College Park. For details, see p. 634, Dec. '77 issue.

19-23: American Theological LA Annual Conf., St. Vincent Col., Latrobe, Pa. Rev. L. Hill, SVC, Latrobe 15650.

19-July 14: *Medical Literature and Reference Work,* Health Sciences L., Medical Center, Chicago. Spons., U. Ill./GSLS. Fee, $88; 1 hr. cr. R. F. Casper, Off. of Cont. Ed., UI, 300 W. Golf Rd., Mt. Prospect, IL 60056 (312-255-3320).

25-28: American Assn. of Law Libraries Annual Conf., Holiday Inn-Downtown and Americana-Rochester, Rochester, N.Y. AALL, 53 W. Jackson Blvd., Chicago.

KEYWORD INDEX

African Studies Assn.	April 20-21
Amer. Assn. of Law Ls.	June 25-28
Amer. Soc. for Info. Sci.	May 22-24
Amer. Theological LA	June 19-23
Assn. for Population/Family Planning and Info. Ctrs.—Int.	April 11-13
British l. tour	June 11-30
Buildings	May 30-June 16
Children's lit.	March 5-6
Connecticut LA	April 27-28
Copyright	Feb. 2-3
Government documents	March 20
Hawaii LA	March 24-25
Indexing	Jan. 30-Feb. 3
Library education	Jan. 20
Library-user instruction	April 30-May 5
Maryland LA	June 8-9
Medical literature	June 19-July 14
Montreal Int. Book Fair	April 12-14
Nat. Audio-Visual Assn.	Jan. 12-17
Nat. Lns. Assn.	Jan. 22-23
New. England Ed. Media Assn.	May 4-6
New Hampshire L. Council	May 15-16
N.Y./Int. Antiquarian Book Fair	April 6-9
Online searching	Jan. 30-Feb. 3
Outreach cooperative	Jan. 19
Pennsylvania School Lns. Assn.	April 27-29
PRECIS	June 19-30
Pre-White House conf.	April 26-27
Public l./school l. cooperation	March 10
Public ls.	April 10-11
Research in archives	Jan. 16-19
School media program	March 6-10
Special Ls. Assn.	June 11-16
Telecommunication	Jan. 19

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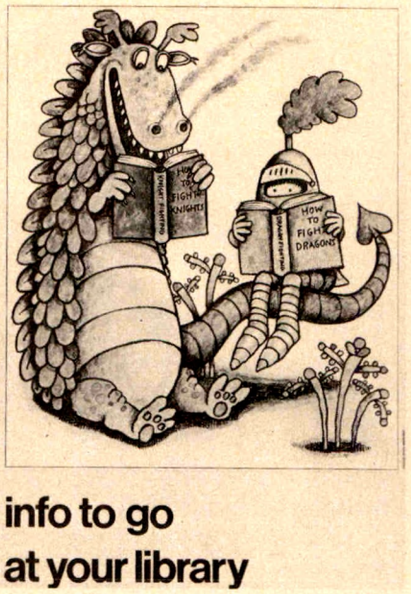
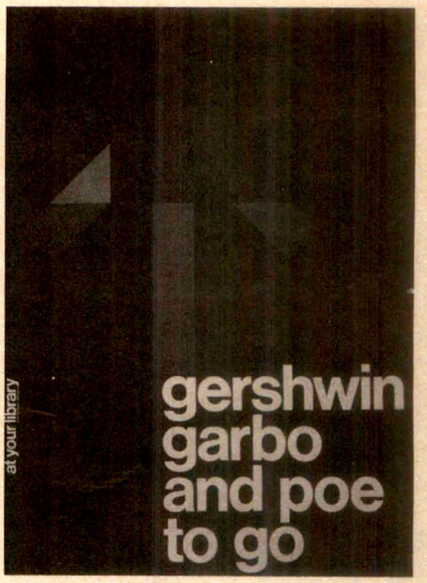
ALA GENERAL NEWS





"Info to Go" NLW Theme

Five new posters are among materials issued by the American Library Association for 1978 National Library Week (April 2-8). The posters and most other materials can be used year-round.

The week's theme, "Info to go . . . at your library," is highlighted differently on each poster. ALA also has issued a sixth poster bearing the message, "READ."

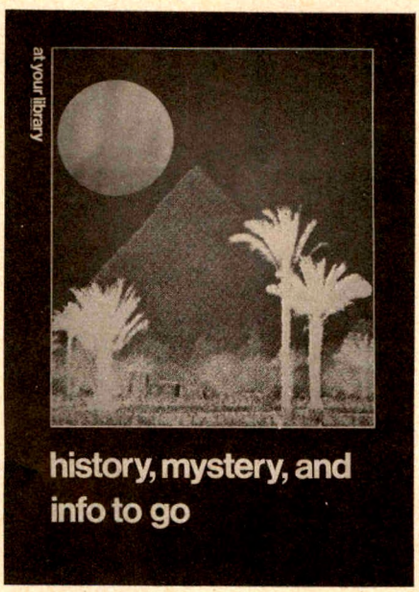
National Library Week bookmarks, banners, and posters were designed by such personalities as Tomie De Paola, Caldecott award winner, and graphic artist John Massey.

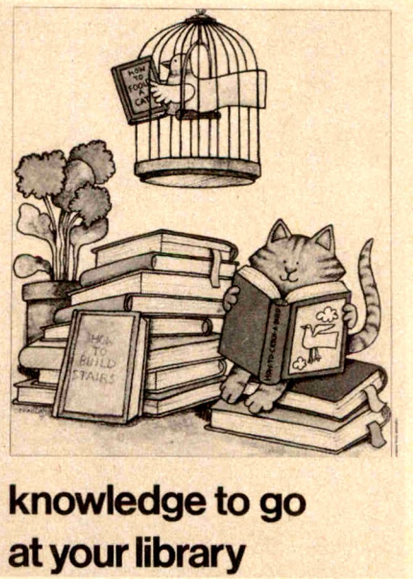
ALA will provide libraries with a free kit of suggestions for using National Library Week materials. It also will suggest ideas for promoting library use year-round.

During National Library Week, ALA will underscore its all-year public service advertising campaign by blitzing national media with information on library programs and problems.

ALA will use income generated from sale of National Library Week materials to produce radio and TV messages about libraries, according to Public Information Office Director Peggy Barber. The messages will be sold to libraries at cost for placement with local stations.

New materials and a "limited edition" collection of posters from previous years are described on the 1978 catalog/order form, available from ALA's Public Information Office, 50 E. Huron St., Chicago, IL 60611.





Midwinter Meeting Notes

Members of the Association of Cooperative Library Organizations (ACLO) will meet during ALA's Midwinter Meeting from 2 to 4 p.m. Jan. 24 to discuss cooperation with two Association of State Library Agencies (ASLA) groups.

The groups are the ASLA Interlibrary Cooperation Committee and the ASLA Discussion Group. In the last year, ACLO has discussed joining with ASLA if the latter forms a specific unit focusing on ACLO interests.

The American Library History Round Table (ALHRT) Executive Board meeting, scheduled from 10 a.m. to noon Jan. 23, will feature a joint oral report and slide presentation by Donald Davis, ALHRT chairperson-elect, and Bud Gambee, chairperson. Both represented ALHRT at a Centenary Conference of the Library Association of Great Britain.

ALA presidential candidates will make position statements and answer prepared questions at an American Association of School Librarians (AASL) Board of Directors meeting from 8:30 to 10:30 p.m. Jan. 22.

A task force will report on the role of the school library media specialist in networking from 2 to 4 p.m. Jan 23. The report will be sponsored by AASL and the National Commission on Libraries and Information Science.

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The Reference and Adult Services Division Catalog Use Committee will conduct hearings on closing the Library of Congress catalog from 8:30 to 10:30 p.m. Jan. 24.

Job Registry Still Open

The American Library Association will coordinate the Midwinter Meeting job placement center instead of the National Registry for Librarians. Employers with job listings and job seekers must register with the ALA, even if they already are listed with the National Registry. Special conference placement forms are available at the ALA Office for Library Personnel Resources, 50 E. Huron St., Chicago, IL 60611. Individuals may return forms and register in the third floor lower exhibit hall from 10 a.m. to 5 p.m. Jan. 23; 9 a.m. to 5 p.m. Jan. 24 and 25; and 9 a.m. to noon Jan. 26.

President's Program Set

Formulating a national information policy will be the focus of the President's Program Jan. 25 during ALA's midwinter meeting. The same topic will be a major concern at ALA's 1978 annual conference.

ALA President Eric Moon says the program will allow the library community to provide input on the policy for Pres. Jimmy Carter's administration. Most current ideas on the policy have come from outside the library profession, Moon notes.

A committee representing many ALA and library interests is working on a draft statement of key issues a national information policy should address. The document will be distributed to President's Program participants.

A panel formed to discuss the document during the program will include Gilbert J. Clausman, president of the Medical Library Association; Shirley Echelman, president of the Special Libraries Association; Bill Grady, president of the Association for Educational Communications and Technology; and Audrey N. Grosch, president of the American Society for Information Science.

Grant Applications Due

Jan. 15 is the deadline for members of ALA's Junior Members Round Table (JMRT) to submit professional development grant applications for the 1978 national ALA convention.

The grants, sponsored by the 3M Company, pay travel, lodging, and daily convention expenses. Twenty JMRT members have received grants in the last three years.

Recipients are selected based on education, previous work experience, honors, association activities, and need.

Applications are available from Grants Awards Committee Chairperson Kris Dahlen, Maricopa Technical Community College Library, 106 E. Washington St., Phoenix, AZ 85004.

ALA Column a National Success

What do Ralph Nader, Beverly Sills, Gore Vidal, Irving Wallace, Lillian Hellman, and Maureen Dean have in common?

They've all been praised or panned in ALA's syndicated book column, "About Books." Published weekly for more than two years, the column now appears regularly in 300 dailies.

The column's success results from a cooperative arrangement between ALA and the Newspaper Enterprise Association (NEA), according to Carol Felsenthal of ALA's Public Information Office (PIO). Ms. Felsenthal edits the columns and writes many of them herself.

NEA, the largest features news service in the world, sends "About Books" to its 575 newspaper clients. It thus gives extensive exposure to new books and ALA.

A recent PIO survey found the column's format (two to five books on related subjects) to be a real plus. A librarian in Logan, Utah, observed, "The format is appealing to the general public as opposed to strictly 'book people.' "

Also popular with readers and librarians is an accompanying list, "What Americans are Reading." It is the only bestseller list drawing its information from libraries instead of bookstores.

ALA is pleased that the vast majority of papers using the column have circulations under 50,000. Many such papers have offered book coverage irregularly, if at all, in the past. The column appears in papers serving small communities.

Susan Cherry Joins *AL*

Susan S. Cherry of Evanston, Ill., has been named an assistant editor of *American Libraries*. She replaces Elizabeth Mitchell, who has taken an editorial post with the CNA insurance firm in Chicago.

A native of Cleveland, Ohio, Cherry comes to *American Libraries* from Pioneer Press, where she was a general assignment reporter and education writer for several Chicago suburban weekly newspapers.

Cherry also has worked as a reporter for the *Southern Illinoisan* newspaper, Carbondale, Ill., and as a public relations writer at Northwestern University, where she earned a degree in journalism.

MEMBERS

Members Higher, Survey Finds

Based on interviews with librarians in California, Pennsylvania, Illinois, Tennessee, and Mississippi, Social Research, Inc., has concluded that ALA members have higher incomes, a higher level of education, and more professional involvement than nonmembers.

Furthermore, members, particularly men and younger people, are more likely to perceive the library as a "big business" requiring a variety of sophisticated skills. As one member put it, "Libraries are big business. You have to deal with personnel, budgeting. You have to be a good business manager, like in any business."

The researchers also found that members are more likely than nonmembers to see themselves as an "integral part of the community" and to see the programs and services they provide as being central to "people growth in intellectual areas."

A student member observed, "People need you. Good reference librarians have to like people. . . . It's a real challenge."

One member told the researchers, "ALA has done a great deal to help librarians' image and to make libraries and librarians more contemporary"—a big plus considering how librarians perceive both their colleagues and the public as having a very negative image of the librarian, according to the survey. One nonmember said, "Less aggressive people are usually attracted to library work. They are not aggressive, not vocal. They are often compliant, detail-and clerical-minded. I think some like to hide behind their shelves and records, and to mainly have across-the-desk contacts."

PR & PUBLICITY

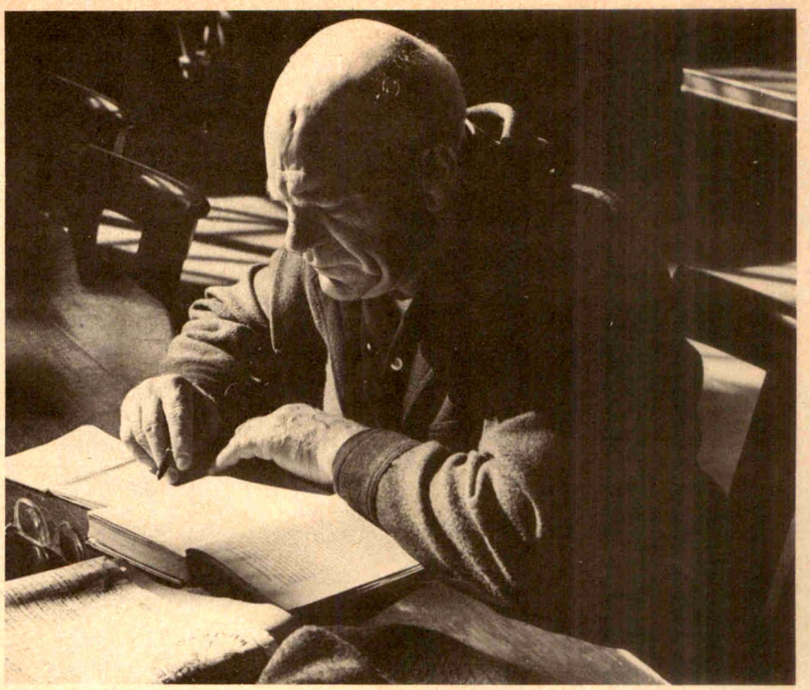
Radio Spots Still Available

Celebrities ranging from Big Bird to Daniel Boorstin extol the wonders of libraries on radio public service spots available from the American Library Association.

The spots, all contained on one tape, feature stars such as Marlo Thomas, Nancy Walker, Tony Randall, Doris Day, and Joe Wambaugh. Each spot is either 30 or 60 seconds long.

ALA has found librarians effective in placing the spots with local radio stations, which appreciate professionally produced, public service announcements.

The tapes, which can be redubbed to include an individual library's name, are $5 from the Public Information Office, ALA, 50 E. Huron St., Chicago, IL 60611.



Vagabond Writer Lauds Libraries in TV Documentary

Eric Hoffer, writer, philosopher, and longshoreman, will discuss the importance libraries have played in his education in *The Crowded Life*, a television documentary to be broadcast nationwide Jan. 17 on Public Broadcasting System stations. Blind until age 15, Hoffer had no formal schooling. He educated himself at libraries nationwide while he traveled as a migrant worker. The author of several books, he observes, "Often, when you see a thin book and a thick book by the same author, the thin book tells everything he knows and the thick book tries to cover up everything he doesn't know."

Annual Report a la Mode

Reading a library's annual report can be as bland as oatmeal without sugar—unless it's the 1976 annual report of the New Orleans Public Library.

In keeping with its city's reputation for fine cuisine, the library has spiced up its yearly summary of programs, services, and finances in the form of a menu.

Under the heading, "Appetizers," the menu lists such programs as "Art Exhibit Quiche," "Women's Night Canape," and "Films du Jour with Chitterlings." Its "House Specialties" include "Consumer Information Jambalaya," and "Cassettes Julienne," and its entrees feature such delicacies as "Book Theft Detection System en Brochette."

Children's programs in adult-size portions are described under the heading, "Child's Plate." The library's expenditures and budget for circulation, materials, and services are listed on a separate page marked, "Guest Check."

Rounding out the menu is the message, "Your New Orleans Public Library card welcome here. Take-out service available."

Newsletter Premieres

Promoting school libraries . . . working with newspapers . . . publicizing library services to the blind and handicapped . . .

These topics and others are discussed in the first issue of *Library PR News*, a bimonthly newsletter premiering this month. The publication is similar in content to *Tips from CLIP*, the discontinued bimonthly newsletter issued by the Coordinated Library Information Program, Inc.

Library PR News is published by Phil Bradbury, formerly of New Jersey's Bloomfield Library. It highlights inexpensive materials and graphics and information on library public relations.

Subscriptions to the newsletter are $15 per year from *Library PR News*, Box 687, Bloomfield, NJ 07003. Special bulk rates are available for state and regional agencies.

WOMEN

New Women's Materials Issued

The federal Women's Bureau recently issued two free publications about working women of minority races.

"American Indian Women" is a fact sheet describing education, marital status, income, and work force participation of Indian females. The pamphlet, "Minority Women Workers: A Statistical Overview" updates the 1975 "Facts on Women Workers of Minority Races."

Both publications are available from the Women's Bureau, Employment Standards Administration, U.S. Department of Labor, Washington, DC 20210.

Other newly released materials for women include "Her Social Security," a series of four half-hour broadcast tapes issued by the University of Michigan Television Center. The three-quarter inch videocassette tapes, which discuss inequities in the U.S. social security system, are available to educational institutions, television stations, and other organizations.

For more information about the tapes, contact Eleanor B. Forlenza, promotion and marketing director, U-M Television Center, 400 S. 4th St., Ann Arbor, MI 48109.

Alleged Sexist Language Noted

Words like "chair," "chairperson" and "Ms." have not crept into the vocabulary of the *Library of Congress Information Bulletin* (LCIB), which recently published Library of Congress 1978 affirmative action guidelines.

Although the guidelines promote nonsexist language, the LCIB prefers to use the words "chairman" "Miss" and "Mrs." as a matter of style. A newsletter published by the American Libraries Association Social Responsibilities Round Table Task Force on Women has accused the LCIB of using sexist terminology.

Center Gets New Distributor

Microfilm serials such as "Herstory," "Women and Law," and "Women and Health/Mental Health" are now available from the Women's History Research Center's new distributor, 2325 Oak St., Berkeley, CA 94708.

The distributor also has a list of 200 libraries in eight countries where some or all the center's microfilms are available. The microfilms contain articles from women's publications, professional journals, unpublished pamphlets and manuscripts, and other sources worldwide.

Creative Woman Available

"Images of Black Women in Literature," "The Mind Unbound," and "Witch-Rhythm" are titles featured in *The Creative Woman*, a quarterly newsletter published at Governors State University, Park Forest South, Ill.

Edited by human relations professor Helen E. Hughes, the newsletter concerns topics pertinent to women such as sexism in children's literature.

Subscriptions to the newsletter are available for $2 at the university Provost's Office, Park Forest South, IL 60466.

TECHNICAL SERVICES

Microfilm Readers Tested

The latest issue of *Library Technology Reports* (Sept. 1977) features lab testing of the Bell & Howell 16-35, Dukane 27A25, Kodak Startech, and Xerox Model 350 microfilm readers. The same 121-page issue looks at a new category of equipment which soon may find many library applications—word processing equipment. William Saffady introduces a Buyers Laboratory Survey of systems in this area.

Library Technology Reports comes out six times a year; subscriptions are $125 for the first, $75 each additional sent to the same address. Single issues, when available, are $40. Order from ALA, 50 E. Huron St., Chicago 60611.

Comparing Ballots and OCLC

"There is simply no substitute for trying each system with an open and critical mind," warn the authors, but Jamie J. Levine and Timothy Logan have produced an informative and well organized document to help librarians "compare the potential impact of two online bibliographic systems upon the operation of their libraries." The two systems are, of course, the two biggies: the BALLOTS Center in Stanford, Calif., and Ohio College Library Center, Columbus.

Published by the California Library Authority for Systems and Services (CLASS), *Online Resource Sharing; A Comparison of Ballots and OCLC* is 121 pages and sells for $5 from CLASS, 1415 Koll Circle, Suite 101, San Jose, CA 95112.

The guide examines a topic at a time (e.g., "Catalog Cards"), presenting its remarks about BALLOTS on the left-hand page and about OCLC on the page opposite. The contents of this ambitious document have been reviewed by both OCLC and BALLOTS for accuracy and completeness. CLASS hopes to prepare periodic updates.

Another Catalog "Closed"

Western Kentucky University, Bowling Green, is among the latest to report its switch from card catalogs to one of the new alternatives. Earl E. Wassom, director of library services, says his 20 COM stations, each with 597 microfiche representing 1.3 million cards, will more than double by spring. He also plans to halve the number of fiche in each unit by adopting a 78x reduction ratio. The COM records yield a control number to link patrons with an online circulation system.

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Sources for Keeping Up

How to become an intelligent consumer of computer-output-microfilm catalogs is the subject of a one-day workshop June 24 during ALA's annual conference in Chicago. The sponsoring Catalog Use Committee of the Reference and Adult Services Division soon will announce registration information.

On June 27 at the conference, two ALA groups will put on state-of-the-art reviews of automated book acquisitions systems. A good source of consumer wisdom, the all-day program is sponsored by committees representing both libraries and commercial firms. Is there a question you'd like answered in the program? Write Wm. Gosling, Technical Services, Duke University Library, Durham, NC 27706.

Serials librarians who can't seem to find the right workshop can organize their own with the aid of *A Manual for Serials Workshops*, edited by Hans Weber. For $3, manual users get 50 steps to a successful workshop plus many other broad and specific guidelines. Available *prepaid* from Resources and Technical Services Division (RTSD), ALA, 50 E. Huron St., Chicago, IL 60611.

One sheet of positive, silver halide microfiche tells all—about "Some Current Reprographic Concerns Related to Interlibrary Loan." Ten timely papers have been compiled by Danuta A. Nitecki and issued as Vol. IV of RTSD's Reproduction of Library Materials Section's "Micro-File Series."

Another sheet is a state-of-the-art report on "Computer-Output-Microfilm (COM) Hardware and Software," by William Saffady, Vol. V of the series.

Prices for either volume are $4.50 domestic, $5.75 foreign, from Library of Congress Photoduplication Service, Dept. C, 10 First St., S.E., Washington, DC 20540.

COM Boosts Houston Services

One of the decade's major advances in catalog technology will bring fast benefits to citizens in the Houston area.

March 1978 is when Houston Public Library hopes to complete the conversion of its entire 325,000-title film card catalog into a computer-output-microfilm catalog. It will have some 80 stations in 26 branches, public libraries of 28 counties, a community college, and two high schools.

This "Houston Information Network is to our knowledge the most extensive of such outreach projects," says HPL Technical Services Director Jay Clark.

Aided by a $29,902 state grant, the project, if successful, will be expanded even further through wider distribution of the catalogs. Of special concern to project planners will be the use by high schools of catalog access to HPL's 1.8 million volumes.

In Ranganathan's Footsteps

The great Indian librarian left a tough act to follow, but those who echo some of his talent may be eligible for the second "Ranganathan Award for Classification Research." Derek Austin of PRECIS fame won the first award. Those whose work since August 1974 appears to qualify them should be nominated *by March 1.* Write the awards chairperson at the sponsoring FID/CR, Documentation Research and Training Centre, Indian Statistical Institute, 112 Cross Road-11, Malleswaram, Bangalore 560 003, India.

Library School Library Automates

Is there a better unit of the University of Southern California Library system to lead the way toward the new age than the USC School of Library Science Library? With work now underway, the library soon will have a computer-generated microfilm catalog and later, an online catalog, according to SLS Dean Martha Boaz. Eventually, all technical services functions and reference will tie in. The "model" library thus created will be a center for teaching and studying new techniques, and an experimental station for university library automation.

For Nonsexist Cataloging

On Equal Terms: A Thesaurus for Nonsexist Indexing and Cataloging contains expanded subdivisions under headings such as divorce, education, homosexuality, employment, and marriage.

The thesaurus is compiled by Joan K. Marshall, librarian and women's rights advocate. It was developed under a grant from the Council on Library Resources.

On Equal Terms is based on principles developed by the Committee on Sexism in Subject Headings of the ALA Social Responsibilities Round Table Task Force on Women.

The thesaurus is $14.95 in hardcover (ISBN 0-918212-02-2) and $9.50 in paperback (ISBN 0-918212-03-0) from ABC-Clio, Riviera Campus, 2040 A.P.S., Box 4397, Santa Barbara, CA 93103.

UPDATE: LIBRARYLAND

The Midwest Region Library Network is now financially sound thanks to a $204,000 grant from the Bush Foundation of St. Paul, Minn. The grant, which extends through 1980, helps pay the network's operating and development costs.

Keeping overdue books will burn holes in the pockets of Spokane County (Wash.) Library users starting in March. The library's board of trustees has voted to levy a $5 service charge to borrowers who are four weeks delinquent in returning library materials.

If borrowers retain the materials six weeks past the due date, the library will levy an additional $5 fine. It also will use a collection agency to secure payment and materials. The new system is intended to eliminate the $45,000 annual expense the library incurs processing overdue notices.

Field Enterprises Educational Corp. (FEEC), publisher of *The World Book Encyclopedia, Childcraft—The How and Why Library*, and other reference materials, has changed its name to World Book-Childcraft International, Inc.

Although American Libraries no longer is indexed in the *Readers' Guide to Periodical Literature*, it, along with other major library periodicals, will now be indexed in the H. W. Wilson Co.'s *Education Index*.

Equal access to information, publicity, financing, and goal-setting were among topics discussed at a recent Westchester (N.Y.) Conference on Libraries, claimed to be a prototype regional conference feeding into a subsequent governor's conference, all leading to the 1979 White House meeting on libraries and information services. Ninety people attended the day-long seminar at the White Plains Public Library.

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PUBLISHING WORLD

SHORT TAKES

Star Trek again has precipitated a publishing phenomenon in a series of books unveiled by Bantam in November called *Star Trek™ Fotonovels™.** Conceived and created by Mandala Productions, the Fotonovels recreate complete episodes from the TV series by printing full-color stills from the shows with original screenplay dialog superimposed on the frames as comic strip-style captions.

Bantam launched the series with two of the most popular Star Trek episodes: *City on the Edge of Forever* (a Harlan Ellison script which brought him several awards, among them the prestigious "Hugo") and *Where No Man Has Gone Before* by Samuel A. Peeples.

Trekkies can relive Spock's eyebrow arches and Kirk's teeth gritting as Bantam continues to issue one Fotonovel a month through March. Each sells for $1.95 and features an illustrated cast listing, a glossary, notes on the episode, and trivia quizzes.

Don't be surprised if Bantam adapts this new Fotonovel format to other popular TV series. Educators already are finding the Fotonovels especially useful for remedial reading and are pressing Bantam for titles of more general interest.

A radical and exciting way to market manuscripts—that's *TUB: A Magazine of Discovery*, the brainchild of former literary agent William H. Ryan. *TUB* (The Unborn Book) publishes capsule descriptions of books, proposals for books, motion pictures, and unclassifiables. In October it was mailed to more than 3,000 editors, publishers, agents, and producers. Publisher Ryan believes it has opened a broad new channel of access "for writers who are, at the moment, outside the system."

Ryan himself or readers using such *Variety* monikers as "Abe" or "Slim" write the reviews. The first issue highlighted more than 30 works ranging from a potential "Benji"-type film treatment by an unknown to a personal account of the men and events involved in the Cuban Revolution by Andrew St. George. Each lively critique is accompanied by a word-count of the manuscript, a brief bio of the authors, and a code indicating if the author is agented or nonagented.

If placement of a manuscript with a publisher results from *TUB*'s introduction, the buyer pays the magazine a finder's fee equal to 10 percent of any advance against royalties. Authors or agents who have a "property" they feel might benefit from exposure are encouraged to write the editors a 200–300-word description of the manuscript or proposal. If *TUB* publishes a review of it and shakes out queries from interested publishers, these are sent to the authors or agents, and *voila*!

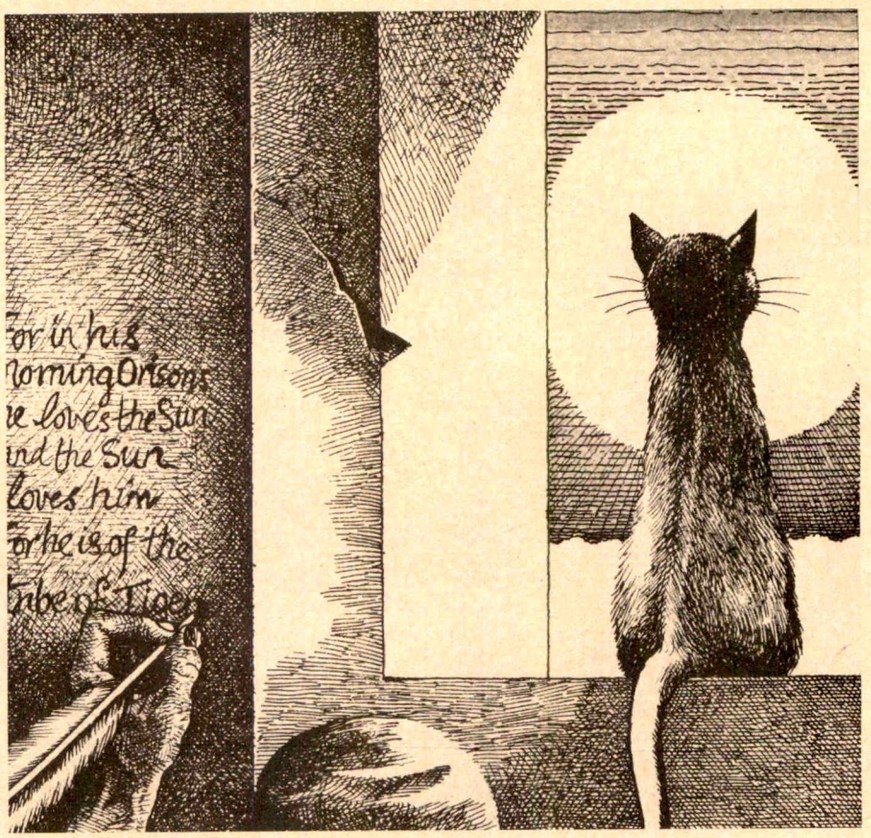
The neat 5″ x 10½″ magazine will initially come out, according to Ryan, "every third or fourth full moon." Though a controlled circulation magazine, copies can be obtained by writing a note *on your letterhead* to POB 3484, Grand Central Station, NYC 10017.

By the way, the Generalist Association, headed by Harry Smith, is sponsoring the pilot phase of *TUB*. That's the Smith of *The Smith* and (with Stanley Bernard) of New York's maverick literary sheet, *The Newsletter on the State of the Culture*.

One of the most influential posts in American poetry will be taken over by John Frederick Nims on January 1 when he assumes the editorship of *Poetry Magazine*. Succeeding Daryl Hine, who has been editor since May 1969, Nims has enjoyed a long relationship with the journal.

His own poetry first appeared in *Poetry*'s pages in 1940. He was associate editor 1945–48, guest editor in 1961, and over the years has received several awards given by the magazine. Nims is best known in literary circles for his two collections of poems, *Knowledge of the*

Writers from Aesop to Tennessee Williams and classic and modern masters such as Bob Gale (see his illustration, below) celebrate the family Felidae in *The Literary Cat*. This sophisticated feline anthology was edited by Jean-Claude Suarcs, whose work appears regularly in *The New York Times*, and Seymour Chwast, co-founder of the Push Pin Studios (and owner of a cat named L.C.). Both artists contributed cat graphics of their own to this Berkley Windover Book, available at $6.95 (paper).



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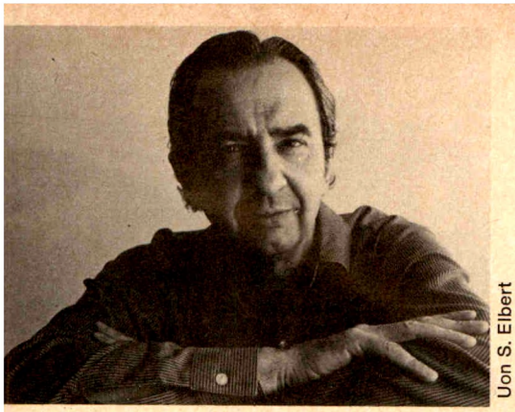


Uon S. Elbert

John Frederick Nims

Evening (1960) and *Of Flesh and Bone* (1967). He is currently working on an anthology of the lyric and a revision of his college text, *Western Wind: An Introduction to Poetry* (Random House, 1974). Nims will continue to teach poetry and creative writing at the University of Illinois Circle Campus.

Hine joins the University of Chicago English faculty this winter quarter.

Another new idea in publishing came from Bantam in November: a national telephone directory of 50,000 organizations. Addresses and phone numbers are listed in a classified section and an all-inclusive alphabetical section, making it easy to look up groups as diverse as online computer data bases (56), bus terminals (1,395), magazines (605), corporations with sales of $10 million (10,034), mutual funds (544), post offices in cities over 50,000 (413), graduate professional schools—accredited (1,581), and public libraries in cities of 50,000+ (377).

Though associations are better covered elsewhere (there is no subject index beyond general heads such as "Travel" and "Health"), these "green pages" are relatively cheap and give immediate access to thousands of government departments and other organizations. When someone asks "What's the phone number of the Teamsters national headquarters?", this *National Directory of Addresses and Telephone Numbers* does the job.

According to the book's editor, Stanley Greenfield, more than 43,000 entries were verified by Bell System member companies; 20,000 were rechecked (especially those in government) in the three weeks prior to publication.

Don't be shocked by references to Constance H. Winchell as "the late" in both the introduction and dedication. She indeed lives. The editor was chagrined by this error, and Ms. Winchell, *AL* has heard, accepts his apology. This original paperback is phonebook size (8⅜ x 10⅞); $9.95.—*E.McC.*

MAGAZINES

David Lupton hounds the newsstands to find general interest magazines of possible interest to libraries. Some are available on subscription, some not. Lupton heads the Serials Department of Colorado State University Libraries in Fort Collins.

The Magazine for Winners —and a Few Losers

If you enjoy coming up with the solution to a problem, *Games* is a magazine with all the answers. This is the claim of its editor-in-chief, Allen D. Bragdon.

A new bimonthly (September/October cover date for the first number), *Games* is a leisure magazine offering ingenious puzzles, games, facts, contests, and pictures for adults and teenagers alike. In addition, this magazine should be particularly good for senior citizens who wish to exercise active minds through challenging situations. All 64 pages of the first two issues are geared to increase the readers' knowledge, satisfy a challenge, and test their skills.

The editor has divided the magazine into "articles" and "departments," but intends to vary the material with each issue; those departments which appear to be of greatest interest to readers will be repeated. Departments include the standard chess and backgammon problems, crosswords, mazes, and doodlegrams. Unique features include historical information; international gaming articles; Game Chest (evaluations and reviews of currently popular board games, e.g., Whosit, Diplomacy, Othello, and Beyond Words); Eyeball Benders (photographs of objects to test the reader's identification skills); a map segment identification feature called Mappit, and a valuable book review column.

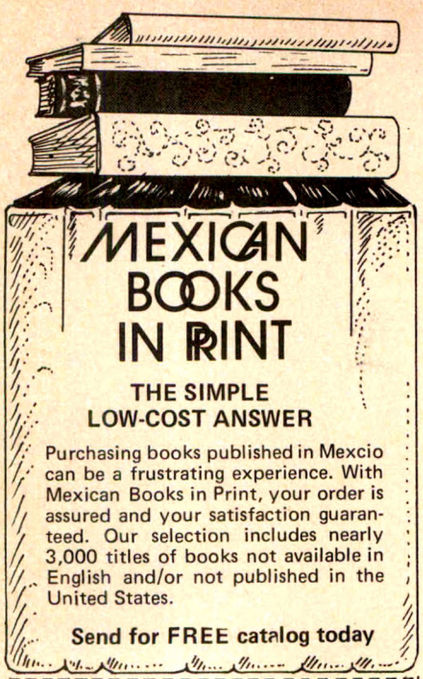
Two 1974 paperback backgammon books are reviewed in the first issue along with the New American Library's *The Mature Person's Guide to Kites, Yo-Yos, Frisbees and Other Childlike Diversions* by Paul Dickson (1977), and the 1977 paperback *The Complete Book of Video Games* (Warner Books, $1.75). Answers to all puzzles in each issue appear at the back of the magazine.

Nine articles appear in each of this year's issues and the editors have commissioned first-rate authors such as P. L. Travers, author of *Mary Poppins;* Fred Pohl, award-winning science fiction author; and Jon Carroll, columnist for the *San Francisco Examiner.* In the first two issues mazes are examined, the Tibetan game of Rebirth is explained, and a consumer reports on crossword puzzles is presented.

Contests which the reader can enter and interesting ads heighten the fun.

The graphics are colorful and printed on slick paper (a removable Pencil-wise section excepted). 8½ x 11, $7 per year: Games Publications Inc., P.O. Box 10145, Des Moines, Iowa 50340. □

Hercules swiped this sacred apple in the Garden of the Hesperides, and *Games* challenges its readers to do the same. To conquer the devilish maze, start at the bottom of the trunk and ascend its branches without crossing a line.



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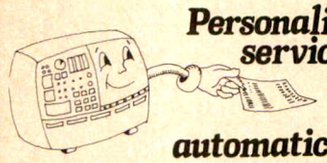

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SCHOOL MEDIA CENTER

The Way Someone Else Does It

In the early 1960s, Maryland's Montgomery County Public School system began developing a media program that is imitated and studied today. The program's evolution and operating procedures are discussed in the book, *A Model School District Media Program,* published by the American Library Association.

The book describes the history and functions of each media department in the school district. It discusses personnel duties and job descriptions, budgets, procedures and services, problems, and future plans for each department.

The publication also contains charts, outlines of inservice courses, and a sequential media skills teaching schedule.

The 216-page volume is $10 from the ALA Order Department, 50 E. Huron St., Chicago, IL 60611 (LC 77-5022).

EDMARC: Where The Books Are

It serves librarians . . . teachers . . . writers . . . parents . . . and anybody else seeking information about current children's books and instructional materials.

"It" is the Educational Materials Review Center (EDMARC) of the U.S. Office of Education. Located in Washington, D.C., the center is a national institution to evaluate, examine, and review children's books. It contains about 7,000 elementary and secondary school textbooks, 8,000 children's trade books, 800 books for professional educators, 100 educational periodicals, and 8,000 historical books.

Materials do not circulate from the center, which receives about 2,500 new children's books from publishers each year. Center staff members evaluate, summarize, and catalog comments on the books from five review media. They also note whether the books have appeared on any choice lists or have won any awards.

EDMARC also has annotated bibliographies based on the center's acquisitions. These reports are distributed to educators, publishers, and librarians worldwide.

All curriculum materials sent to EDMARC remain in the center's collection indefinitely. Trade books either are selected for the permanent collection or are given to domestic nonprofit institutions a year after EDMARC receives them. Textbooks are sent to the center's permanent collection after three years.

For information on using the services, write EDMARC, U.S. Office of Education, 400 Maryland Ave., S.W., Washington, DC 20202.

Your Expertise Needed

Two units of the American Library Association need help in revising their jointly published brochure, "Selecting Materials for Children and Young Adults."

Needed are bibliographies and sources of reviews of print and nonprint media for children and young adults on these topics: foreign books, paperbacks, reference books, arts and literature, social studies, science, math, biographies, careers, holidays, fiction, and sex education.

The revision of the bibliography is a joint project of the Association for Library Service to Children (ALSC) and the Young Adult Services Division (YASD).

Information or review copies of materials should be sent to Mary Flournoy, Office of Work with Adults and Young Adults, The Free Library of Philadelphia, Logan Square, PA 19103.

ACADEMIA

Placement Register in Business

To provide a link between jobseekers and academic positions, the Cooperative College Register has been reestablished after a two-year suspension. For $20, educators and administrators may enroll in the register, which goes out to 1,200 colleges and universities.

The deadline for the annual master summary of applicants is Jan. 1, but the listing is updated quarterly.

For information, write the Cooperative College Register, 621 Duke St., POB 298-F.A., Alexandria, VA 22314.

Public Interest Groups Solicit Research

"Students and faculty are often searching for meaningful topics of study. In contrast, public interest groups need research in numerous areas, but lack the resources to perform it. The Public Scholars Research Bank brings both groups together," explained Editor Louis Sirico recently. The bank has published a booklet listing 112 study proposals ranging from children's rights to solar water heaters.

The research bank works as a clearinghouse. A scholar who chooses one of its topics notifies both the bank and the requesting group, who in turn make their resources available. Upon completion, the scholar sends copies of the work to the bank and the group.

The 100-page Public Scholars Research Bank pamphlet is available for $3.50 from POB 19367, Washington, DC 20036.

TRADE ANNOUNCEMENTS

Products Save Time and Teach

Folding, storable library carrels are available from Howe Furniture Corp. in cities such as Atlanta, Chicago, New York, Dallas, Denver, Minneapolis, and Seattle.

The carrels, which come in two models, are no thicker than 8 inches when they are folded. They can be set up in one minute and 15 seconds, says Howe.

Xerox Corp. recently developed a duplicator that automatically copies on both sides of the paper. The machine, called the 9400, will be available nationwide during the first quarter of this year.

The Highsmith Co., Inc., has produced "Shelve-It!," a library card game for third through sixth graders. The color illustrated cards depict major Dewey classifications and subdivisions. They show the relationship between book subjects and Dewey numbers.

Information about the game, which costs $4.75, is available from the Highsmith Co., Inc., P.O. Box 25, Ft. Atkinson, WI 53538.

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, authors the notes in this column. Opinions expressed are his own.

AV Kit Explores Copyright

A sound filmstrip package on the new copyright law has been published by the Association for Educational Communications and Technology (AECT) and the National Audio-Visual Association (NAVA). Directed toward educators, and toward those in the AV field in particular, *Copyright: New Law, New Directions* touches on a number of points of concern to those affected by the new law, including the concept of fair use, off-the-air copying, library photocopying, and uses of copyrighted musical works.

Interviews with such leaders in the copyright field as Register of Copyrights Barbara Ringer and ALA Washington Office Director Eileen Cooke are featured in the program. Portraits of participants and colorful library and classroom photos accompany the narration. The package includes a color, sound filmstrip, audio cassette, and script booklet containing a reprint of the "Guidelines for Classroom Copying in Not-for-Profit Educational Institutions." This discussion aid is available at $22.95 ($18.95 to AECT or NAVA members) from AECT Publication Sales, 1126 16th St., N.W., Washington, DC 20036.

Multitype Cooperation Viewed

What is multitype library cooperation? What can it do, and do better, than other kinds of library cooperation? Answers to these and many other questions are found in *Multitype Library Cooperation*, edited by Beth A. Hamilton and William B. Ernst, Jr.

Essays by 21 leaders in the field cover many facets of this growing trend among libraries. Background information on multitype cooperatives and the solutions they offer to complex problems, an examination of their relationships to other agencies, and a series of case studies provide a combination of conceptual and historical foundations with the real experiences of librarians in a variety of cooperative situations. A selected, annotated bibliography offers the reader paths for further exploration.

The 216-page volume provides insight into new mechanisms for communication, resource sharing, and public service at a time of growing demands and shrinking budgets. It is available for $19.95 from R. R. Bowker, 1180 Avenue of the Americas, NYC 10036 (0-8352-0980-6, LC 77-24092).

Libraryese Decoded

Help is here for those uninitiated in library lingo. Deciphering common acronyms (CBI, ULS, NUC, ISBN) or defining seemingly arcane terms (uniform title, signature, tracing, Kardex) is made easier by *Cornell University Libraries Jargon and other Terms*, compiled by Margaret J. Oaksford, with contributions from other Cornell library staff.

Although designed primarily for use by staff members who might be unfamiliar with library terminology or with Cornell's in-house jargon, this 24-page glossary includes many definitions useful for anyone in the field. The appendices annotate different types of catalog cards and include a chart of location marks used in Cornell's catalogs. A bibliography of selected sources cites more detailed glossaries, dictionaries, and encyclopedias.

Jargon can be purchased for $1 from Publications Committee, 015 Olin Library, Cornell University, Ithaca, NY 14853; orders must be prepaid, and accompanied by a return address label.

Listing Updated and Expanded

The 1977 edition of the Children's Book Council's biennial publication, *Children's Books: Awards and Prizes*, provides an updated and expanded listing of children's book awards and award winners. Winners of each award, from its inception to June 30, 1977, are recorded, and entries are arranged geographically (United States, Britain and Commonwealth, and International). In addition to title and person indexes, the new edition features an added list of "Awards Classified," which arranges many of the awards by category.

This 206-page reference book is available for $7.95 from the Children's Book Council, 67 Irving Place, NYC 10003.

No-Growth Budgets Examined

The proceedings of Indiana State University's 1976 conference on no-growth budgets have been published by Pierian Press as the third volume in its Library Management Series. *Library Budgeting: Critical Challenges for the Future*, edited by Sul H. Lee, reviews the history of library budgeting practices, surveys current approaches, and highlights recent trends in budgeting. Focusing on no-growth budgets under steady-state conditions, the essays discuss budgeting

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techniques designed to help library managers face the critical issues in financial support for higher education today.

Such papers as "Zero-Base Budgeting for Academic Libraries," "Decision Models, Performance Measures and the Budgeting Process," and "Choices Facing Academic Libraries in Allocating Scarce Resources" provide analyses of the issues and suggested alternatives. A selective, classified bibliography on budgeting rounds out the volume.

The book may be ordered for $10 from Pierian Press, 5000 Washtenaw Ave., Ann Arbor, MI 48104 (0-87650-083-1, LC 77-85231).

BIBLIOGRAPHY

Footnotes to American History; *A Bibliographic Source Book* provides information on topics such as the Globe Mutiny, the Hatfield-McCoy Feud, and the Dorrs Rebellion. In chronological order from the Norsemen's discovery of America to Patty Hearst's kidnap, retired professor Harold S. Sharp briefly describes 313 events and provides comprehensive lists of suggested readings. Each event is indexed according to names of persons involved, place, and subject. 656 pages, $22.50, ISBN 0–8108–0944–X, Scarecrow Press.

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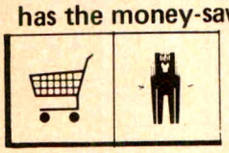

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More information on this and other Pierian Press titles free. P.O. Box 1808 Ann Arbor, MI 48106

In the field of funeral reform, Ruth Mulvey Harmer is a leading scholar and author. Her book *The High Cost of Dying* came out the same year (1963) as Jessica Mitford's witty bestseller, *The American Way of Death.* Harmer is former president and current vice president of the Continental Association of Funeral and Memorial Societies, an association of nonprofit, consumer-run memorial societies.

Harmer has put together *A Consumer Bibliography on Funerals,* an annotated listing of books, pamphlets, government documents, and articles. 15 pages, $1 postpaid from the Continental Association of Funeral & Memorial Societies, Suite 1100, 1828 L St. N.W., Washington, DC 20036.

Asian American titles for adults and children are suggested in *Asian Americans; An Annotated Bibliography for Public Libraries,* published recently by ALA's Office for Library Service to the Disadvantaged.

The 47-page booklet was compiled by the Bibliography Committee of the Asian American Librarians Caucus, chaired by Elsie Wong. *Asian Americans* includes chapters on journals and periodicals and a directory of bookstores and small publishers. $2.50, ISBN 0–8389–5507–X, from the ALA Order Dept., 50 E. Huron St., Chicago 60611.

LIBRARY PERSONNEL

Appointments

JOHN BOYLE. On Nov. 1 Mr. Boyle was sworn in as 17th Public Printer of the United States. He is the first Public Printer to work his way up from proofreader in the Government Printing Office to the top job. It took 25 years.

JOHN CRETSOS. The American Society for Information Science (ASIS) recently elected Mr. Cretsos as its president-elect. He heads the Scientific Information Systems Department at Merrell-National Laboratories, Cincinnati, Ohio.

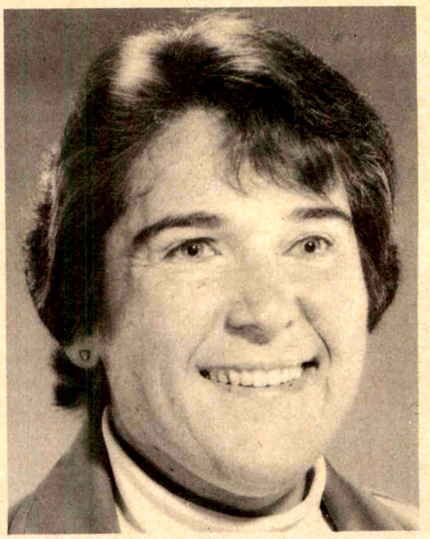
COLLEEN BOSHELL. New library director of the Buena Park (Calif.) Library District, Ms. Boshell formerly directed public services at the Anaheim (Calif.) Public Library.

CHARLES HILDRETH. Just before the Chicago Public Library Cultural Center formally opened in October, Mr. Hildreth became its coordinator of public information. He has taught philosophy at the University of Colorado and served as librarian at the Denver Public Library.

BRIGETTE KENNY. Ms. Kenny became senior information scientist, Information Systems Branch, at the Solar Energy Research Institute in Golden, Colo., on Jan. 1. She had been an associate professor at Drexel University's library school.

C. ROBIN LESUEUR. Formerly librarian of the Rockefeller University in New York City, Mr. LeSueur has been named librarian of the Francis A. Countway Library of Medicine at Harvard.

REGINA MINUDRI. In November Ms. Minudri was appointed director of library services for the Berkeley (Calif.) Public Library. A member of three ALA committees, Ms. Minudri formerly served at the Alameda County and Mountain View public libraries in California, and as *School Library Journal* editor.



Regina Minudri

RANDL OCKEY. The new director of the Lebanon (Ore.) Public Library formerly served as assistant director of the Meridian (Miss.) Public Library.

ROBERT PEARSON. New director of the technical information department at the Naval Weapons Center, China Lake, Calif., Mr. Pearson chaired the library science department at Central Michigan University and directed media services at the University of Wisconsin/Madison.

JAY PEYSER. On Nov. 21 Mr. Peyser became director of the Benton Harbor (Mich.) Public Library and of the Library System of Southwestern Michigan. He had been senior librarian at the Harborfields Public Library at Greenlawn, N.Y.

SHARON SCHATZ. Co-director of the Environmental Information Center's new Washington office, Ms. Schatz formerly was headquarters library director at the Environmental Protection Agency.

EDWARD SHAW. Reflecting its commitment to the development of BALLOTS, Stanford University appointed Assistant Provost Shaw as interim director of the BALLOTS center.

BARRATT WILKINS. Acting State Librarian of Florida since February 1977, Wilkins was promoted to State Librarian in November. Wilkins is immediate past president of the Association of State Library Agencies.

LINDA WOOD. On Nov. 14 Ms. Wood began work as assistant city librarian at the Los Angeles Public Library. Formerly she had been assistant librarian at the Library Association of Portland (Ore.), Multnomah County Library.

ALFRED WOODS. The Chicago Public Library Technical Process Division's new order department head is Mr. Woods, who joined the CPL in 1972 after three years at the Newberry Library.

Alfred Woods

JAMES ZINK. On Jan. 1, Mr. Zink joined the staff of the Joint University Libraries in Nashville, Tenn., as director of the Divinity Library. He had directed the libraries at the University of Oklahoma and edited the *Oklahoma Librarian* since 1971.

Deaths

LUCY LOMAX. When Ms. Lomax retired as director of the Scenic Regional Library of Union, Missouri, in 1975, both the state House of Representatives and the Missouri Library Association recognized her outstanding service to the profession and the citizens. On Oct. 29, she died after a brief illness.

BETTY JEAN WITHERS. The head of technical services at the Pueblo (Colo.) Regional Library, Ms. Withers died last April 17 at the age of 55.

Correction. Laverna M. Saunders of Drew University Library, Madison, N.J., was inadvertently omitted from the list of Shirley Olofson Memorial Award winners in a recent issue of *American Libraries*.

MEDIA MINDED by Deirdre Boyle

Regional Center Brings TV News to Libraries

Vanderbilt University's Television News Archive, last in the public eye in 1973 when CBS unsuccessfully filed a copyright infringement suit against it, is in the spotlight again. It has opened its first Regional Video Center at George Washington University, Washington, D.C.

The Library of Congress is establishing the American Television and Radio Archive in Washington, where the National Archives TV news research collection also is located. Thus the nation's capital is becoming the focus of television archive activity.

With a regional center in Washington, where the majority of its users reside, the Vanderbilt Archive is in an ideal position to cooperate with national archive efforts. Some observers had felt Vanderbilt's collection was underutilized because of its location in Nashville, Tenn.

Archiving television news gained statutory support in 1976, when Congress passed the Copyright Revision Act. The legislation permits libraries and archives to make off-the-air television news recordings under certain conditions. The bill paved the way for the American Television and Radio Archive at the Library of Congress and led to CBS's dropping its copyright infringement suit.

CBS, smarting from bad press over its attack of Vanderbilt, decided to allow the National Archives to tape its news broadcasts off the air and make the broadcasts available to qualified organizations for research. NBC and ABC later followed suit, stipulating their broadcasts could not be circulated through interlibrary loan as CBS's were. As a result, the door opened for television archive activity.

"There is no sense of competition: we are all working to promote the study of television news," explains Fay C. Schreibman, head of George Washington University Library's Audiovisual Department and administrator of the Regional Video Center.

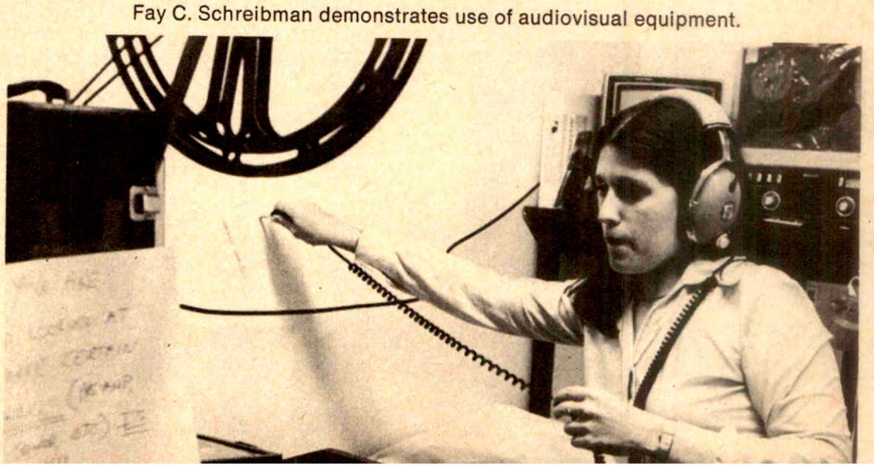
"Our service is almost as new as the scholarly study of television news," Schreibman notes. "The Regional Center will act as a rental agent for the Vanderbilt collection by assisting patrons in ordering newscasts and compiled tapes. This service is expected to be in full swing this fall. A major responsibility of the grant will be the taping of the weekend network evening news, which will be added to the Vanderbilt Archive. We expect archiving to begin this spring. No archive materials will be stored at the regional center—only selected compiled tapes pertaining to topical issues."

Schreibman adds, "We are committed to exploring all the responsibilities that a regional television news center should undertake: the archival collection of local television news, the solicitation of papers from local media professionals, and the cosponsorship of seminars, workshops, and conferences with local academic and research institutions as well as representatives of the media, corporations, labor, and the various branches and agencies of government."

Those helping to define the new center's audience, services, and archival goals include Erik Barnouw, special consultant for the planned Library of Congress broadcast archive; Jim Moore, the National Archives official responsible for television news; Barbara Humphries, National Archives librarian of motion picture services; Paul Spear, acting head of the American Film Institute.

(Continued on next page.)

Fay C. Schreibman demonstrates use of audiovisual equipment.



History of Vanderbilt Archive

The Vanderbilt Archive was the first archive to collect and preserve television news. In 1968, Paul Simpson, a retired insurance executive, visited the networks' headquarters in New York and discovered no one was preserving more than about two weeks of televised newscasts in their original broadcast form. Simpson realized that "you'd have to go back to the Dark Ages to find a time when the written word was as inaccessible as television had been." He contacted Vanderbilt, his alma mater, and with private funds the archive was created.

Since 1968, the Vanderbilt Archive has taped the week-night newscasts of the three networks. It also has preserved primary and regular election broadcasts, conventions, the Olympics, hard news specials, and presidential news conferences. Since 1971, each frame (30 per second) of videotaped material has been imprinted across the top with the network's initials, the date of the broadcast and the Central Standard time at 10-second intervals. This system permits immediate identification and insures that the tape is continuous and unedited.

The monthly *Television News Index and Abstracts* was created in 1972. It lists by date each network program, its content and time to the nearest second, and its broadcaster. An annual index also is published, indicating in which monthly issue to look for a given subject. The indexes, which are free, are distributed to more than 450 individuals and institutions, including the libraries of most major U.S. schools and colleges.

Vanderbilt Archive has been used largely as an indexing service. The Archive encourages extensive index and abstract use, but Schreibman emphasizes the index does not provide "content analysis." She suggests viewing broadcast tapes in addition to using the index. Tapes can be mailed to any researcher for a rental fee. The collection therefore is available to any university library and can significantly expand reference services.

Policy has not yet been set regarding tape rentals at the Regional Video Center. The Vanderbilt Archive's rental policy has been to charge $30 per hour of material compiled by category; $15 per hour of material duplicated from master copies to be sent outside the archive; and $5 per hour of audio-only material.

Tapes rented outside the archive require a refundable deposit of $50 per hour of 1-inch video tape: $35 per hour of three-quarter-inch video tape; $25 per half-hour of half-inch video tape; and $1.50 per hour of audiotape. Users at the Regional Video Center at George Washington University will not be required to pay a deposit fee.

Schreibman currently is directing construction of the video center and is selecting equipment compatible with the Nashville archive. The new facility will feature a 72-seat audiovisual room with a Cinevision video projector and film and slide projectors. The room will be convertible into a black-and-white TV studio. For individual study, Sony three-quarter-inch videocassette playback decks will be available. They will be equipped with a Sony RM300 auto search control which will permit rapid location of information and freeze-frame capability. Decks will be located in four individual carrels and in two video booths reserved for scholars engaged in long-term research.

Handbook on TV Research Planned

Under a Sarah Scaife Foundation grant supporting the center for three years, a handbook titled *Television News Archives: A Guide to Research* will be published this summer. Schreibman is co-editing the book with William C. Adams, professor of political science at George Washington University. In the spirit of friendly cooperation flourishing in television archive circles, Erik Barnouw will write the foreword. Articles on the methodology of television news research and identification of areas for study are expected from prominent scholars and writers like George Gerbner, Larry Lichty, and Edwin Diamond. The handbook, available free, also will contain an annotated bibliography and an appendix with data on other video archives.

A seminar to launch the center's study of television news is scheduled for the fall. Speakers from political, academic, corporate, labor, and media communities will participate.

Schreibman is anxious to prove the viability of regional video centers to pave the way for additional centers around the country. George Washington University's interest in the video center is growing as faculty members become aware of the research potential the center offers them. Schreibman plans to develop a videotape collection for the university with funds provided by the Scaife grant.

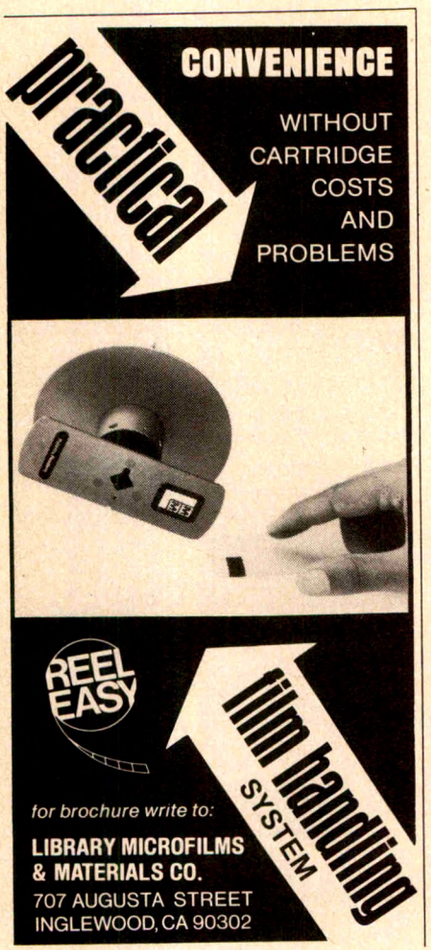
The Future of Television Archives

Daniel Boorstin, Librarian of Congress, recently expressed his views on television archives in a letter to CBS Vice Pres. Gene Mater. He wrote, "It is my opinion that libraries and other research institutions have been slow to recognize the enormous impact, both for good or ill, of television and generally have not collected materials of importance in studying its effects."

It remains to be determined whether the National Archive will incorporate its project within the American Television and Radio Archive at the Library of Congress. The latter will be larger in scope than the Vanderbilt Archive, containing entertainment as well as news programs.

Vanderbilt currently offers services not duplicated by either national archive. It alone prepares compilation tapes by category. The Library of Congress will not index its tapes, and, although the National Archives has been indexing the news, its list is not comparable to Vanderbilt's detailed *Television News Index and Abstracts*. In order for the national news archives to be accessible to the public, Vanderbilt's unique archival services must continue.

Archive users, which include Common Cause, the National Organization of Women, the House of Representatives, and many scholars, students, and researchers in the United States, Australia, Canada, and England will be happy to hear of Vanderbilt's new lease on life. □

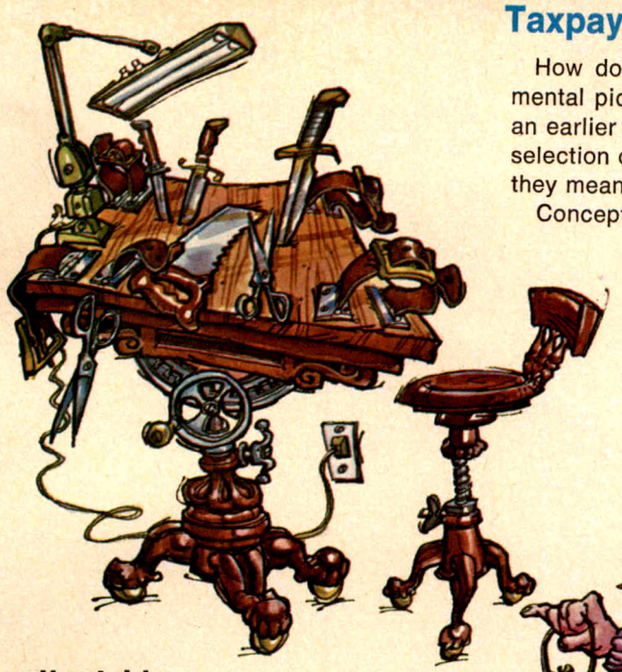


MORE

Taxpayer's-Eye View of Library Lingo

How do others see us? Strangely, if they form their mental pictures from the language librarians use. As in an earlier sampling, cartoonist Chuck Slack was given a selection of terms along with one instruction: draw what they mean to you, the "lay" patron.

Concept by Anita Reith, Seward, Nebraska.



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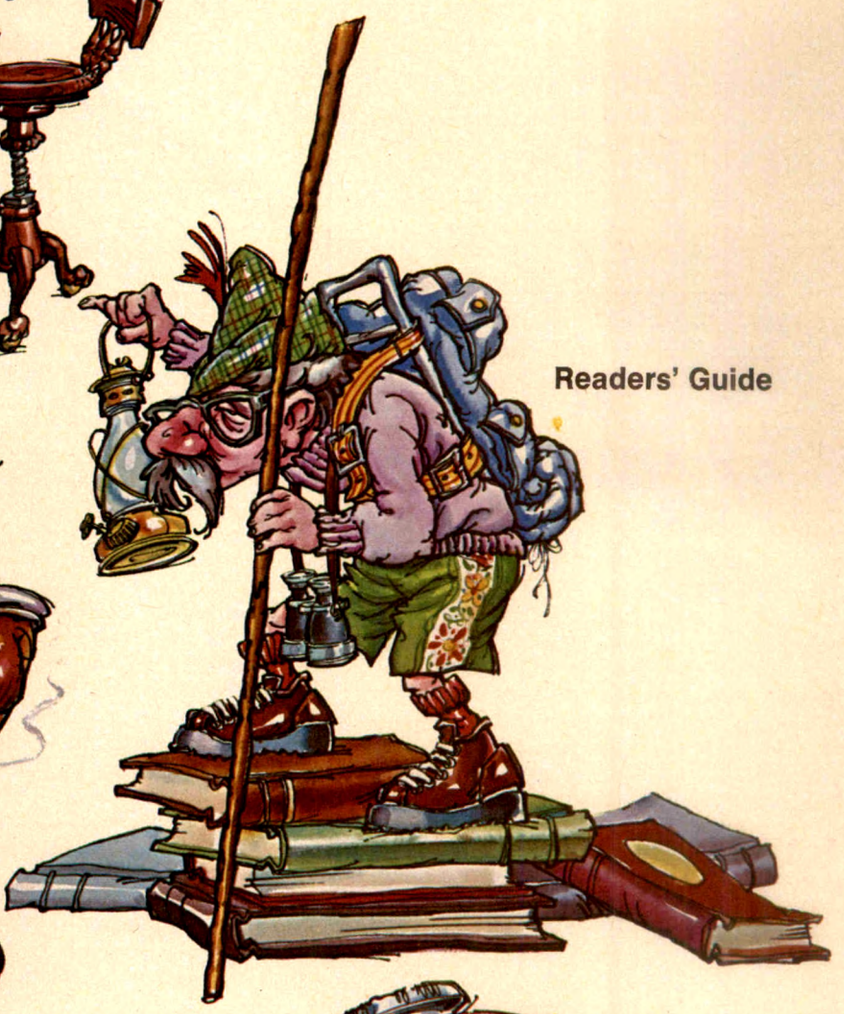
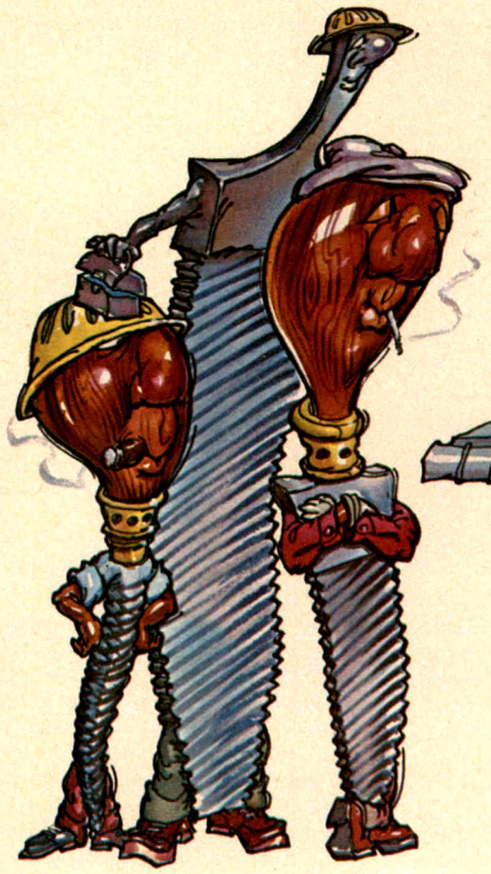


Readers' Guide



vertical files

I.L.L. librarian

SCMAI CASE REPORT

On a Request for Action Submitted by Rose Smith under the ALA Program of Action for Mediation, Arbitration, and Inquiry

The following report, here published for the first time, was approved on February 4, 1977, by the American Library Association Executive Board, which instructed that the report be forwarded to all principals in the case and published in American Libraries.

The Fact-Finding Subcommittee

The Fact-Finding Subcommittee was appointed October 1976 by the Staff Committee on Mediation, Arbitration and Inquiry, as provided in Article V of the American Library Association's Program of Action for Mediation, Arbitration and Inquiry. The Fact-Finding Subcommittee (hereafter referred to as the Subcommittee) was charged to determine the facts related to the termination of Rose Smith as head librarian, Milton College, Milton, Wisconsin. Rose Smith had filed a Request for Action with the Staff Committee on Mediation, Arbitration and Inquiry (hereafter referred to as SCMAI) on April 29, 1976. In her Request for Action, Rose Smith alleged that in her being terminated there had been a lack of due process, unethical behavior, a denial of academic status, a violation of intellectual freedom, and possible sex discrimination.

In discharging its responsibility, the Subcommittee decided to interview all individuals directly involved in the termination and others who possessed knowledge on related matters about which the Subcommittee thought it necessary to obtain information. The Subcommittee examined more than 75 documents from a variety of sources and held interviews with the following individuals: Joseph Kipper, president, Milton College; Robert Hable, acting dean; Donald Jensen, business manager; Alan Scott, registrar; Frederick Escher, assistant professor of art; James Blair, associate professor of chemistry; Robert Long, associate professor of economics-business administration; Nicholas Paley, former assistant professor of education; Doris Brewster, librarian-director (former public services librarian); Judith Scheehle, former library order clerk; David Smith, Milton College graduate and former student assistant in the library; and Rose Smith, former head librarian.

A report of a telephone conversation between Dana French, student, and Richard Olsen, chair of the Subcommittee, also was available to the Subcommittee.

Marvin E. Stromer, dean of the College while Rose Smith was head librarian, declined to meet with the Subcommittee, as did two other people invited to do so.

The Subcommittee is grateful for the courtesy and assistance rendered to it by all parties concerned with this matter.

Areas of Controversy

In the course of its investigation, the Subcommittee identified the following questions which needed to be answered.

1) In what manner was Rose Smith terminated and did it conform to established procedures in terms of precedent and propriety?
2) Was Rose Smith a member of the faculty, the college administration, or did she serve in another capacity?
3) Were the grounds for terminating Rose Smith adequate?
4) Were the allegations made by Rose Smith substantiated in the course of the inquiry?
5) Were there ALA policies applicable to the situation which were violated?

In its deliberations the Subcommittee examined all the relevant actions taken by the principals. The Subcommittee considered alternative interpretations of facts which might have shed light on the controversial areas. In the course of the inquiry, the Subcommittee reconstructed as best it could the environment in which Milton College has operated during the past few years.

In this report the Subcommittee presents to the Staff Committee on Mediation, Arbitration and Inquiry the facts it found and the judgments it made.

Background on Milton College and the Employment of Rose Smith

Milton College is a private, liberal arts college located five miles from Janesville, Wisconsin, in the southeast corner of the state. The college was founded as an academy in 1844 and has operated continuously since that time, first as a Seventh-Day Baptist College and more recently as a nondenominational one. In the late 1960s and early 1970s, the enrollment was about 800 students. By September 1976, the enrollment had declined to approximately 450 students. The decline in enrollment led to many financial difficulties and to a rapid turnover in presidents and deans. In spring 1974 the college was in grave danger of closing altogether. The closing was averted, however. Since then, the college has reduced its expenditures and stabilized its income. The numbers of courses and majors have been reduced and the curriculum redesigned accordingly. Despite the financial difficulties, financial support of the library has remained at about five percent of the total

general and educational budget. In 1973/74 the faculty numbered 37; in 1976/77 it numbered 35. In 1973/74 there were three librarians and one full-time staff member on the library staff; in 1976/77 there were two librarians and two full-time staff members. One of the staff member positions was federally funded.

Rose Smith was first employed by Milton College in 1971 as public services librarian, one of two professional librarians on the staff. In May 1974, when the future of the college appeared uncertain, the head librarian resigned to accept a job at another college. In August 1974 Rose Smith was appointed head librarian by the then acting dean with the advice and consent of the acting president. In September 1974 the acting president was appointed president of the college. He then appointed a new dean from outside the college. The dean was given complete responsibility for all academic programs. All faculty members and the head librarian reported directly to the dean.

On April 3, 1976, eight people at Milton College, including Rose Smith, were notified by certified letters from the dean of the college that their contracts would not be renewed for the 1976/77 academic year. No reason was stated for Rose Smith's dismissal in the letter she received. Most of these people, including Rose Smith, asked the Faculty Grievance Committee to review the matter. In the case of Rose Smith, the Faculty Grievance Committee determined that Rose Smith was a member of the staff of Milton College, not a member of the faculty, and therefore that it had no authority to conduct hearings for her. Consequently, no hearing was conducted into the matter of Rose Smith's termination.

Status of Librarians at Milton College

The Subcommittee listened to testimony and received numerous documents bearing on the question of the status of Rose Smith and other librarians at Milton College. The question was whether Rose Smith was a member of the faculty, a member of the administration, or a member of the support staff.

The status of the librarians at Milton College has been unclear for some time. On April 24, 1972, the Faculty Committee, a standing committee of the college faculty, recommended to the college president that librarians not be given faculty rank or tenure. In 1972/73 the head librarian worked hard to clarify the status of the professional librarians, sending various memoranda on the matter to the college president. Then, in April 1974, the Faculty Committee recommended that the Milton College faculty formally endorse the *Joint Statement on Faculty Status of College and University Librarians*. At a special faculty meeting held May 22, 1974, with 23 members of the faculty present and voting, it was VOTED:

> The Faculty approves the document [1972 *Joint Statement on Faculty Status of College and University Librarians*] in principle contingent upon subsequent faculty approval of all standards and processes of implementation.

The Subcommittee could find no evidence of attempts to develop or approve any standards and processes of implementation. Nor could the Subcommittee find any evidence of the approval of the *Joint Statement on Faculty Status of College and University Librarians* by the administration or the Board of Trustees. No evidence was found that the action of the faculty endorsing faculty status for librarians had been rescinded.

During her employment as head librarian, Rose Smith did not raise the question of the status of librarians nor did she urge the development or approval of any standards and processes of implementation suggested in the faculty vote of May 22, 1974.

The members of the college faculty and the administration who appeared before the Subcommittee were in agreement that Rose Smith was not a member of the faculty. There was little agreement, however, as to what the status of Rose Smith actually was while she was head librarian. Some saw her as a member of the college administration; others saw her and the other librarian in some kind of support-staff role.

Despite the testimony and evidence indicating that the head librarian was not a member of the faculty, the Subcommittee reviewed documents and heard testimony which confirmed that Rose Smith attended and voted at faculty meetings, that the head librarian had served as secretary to the faculty, that the professional librarians held ten-month contracts, that the form of contract given Rose Smith for the 1975/76 academic year was the same as for members of the teaching faculty.

The Subcommittee also learned that the head librarian was invited to attend meetings of the Academic Council, which consists of representatives of the college administration and the faculty. The head librarian, however, was not invited to attend every meeting of the Council. During the course of her employment at Milton College, Rose Smith received five letters of appointment (1971–74) similar to those sent to college administrators. On May 23, 1975, Rose Smith received a contract for the 1975/76 academic year similar to those sent to members of the faculty. The Subcommittee heard no testimony which would support the position that the head librarian of Milton College was a *bona fide* member of the administration.

The Subcommittee believes that the ambiguity surrounding the role of the librarian in the college is central to the matter of Rose Smith's termination. For some purposes, the head librarian was expected to be a member of the faculty. In the absence of agreement as to the role of the librarian and by action of the Faculty Grievance Committee which decided it had no jurisdiction, Rose Smith was afforded no opportunity to receive a statement of reasons as to why she was not being reappointed, nor was she able to appear before a hearing committee charged to determine whether there was adequate cause in the matter of her termination.

Procedures for Termination

At the time of Rose Smith's termination and at the time of the inquiry, procedures for termination at Milton College existed only for tenured members of the college faculty. No formal procedures applicable to nontenured members of the faculty or to people holding administrative appointments had been codified by the college.

Every member of the faculty received an annual contract which indicated the rank, compensation, conditions, and responsibilities of employment. Policy required that the contracts be distributed on or about March 1. (The policy, adopted in 1970, was in effect at the time of Rose Smith's termination. The policy required that, if contracts were not returned to the president's office within 30 days, a date would be established at which time the college would assume that the contract would not be accepted. The policy made no mention of the nonrenewal of contracts for nontenured faculty members.)

A revised *Faculty Handbook*, approved April 7, 1976, four days after the termination letter was sent to Rose Smith, provides for the issuance of annual contracts "on or about March 15." (This policy also stipulates that, if the contract is not returned to the president's office within 15 days of issuance, the contract would be void. This policy makes no mention of nonrenewal of contracts for nontenured faculty members.)

Although technically the college had violated its own policies with regard to the date of the issuance of 1976/77 contracts, the Subcommittee did not view the date of the contract or the precise dates of the letters of termination as an

issue in this case. What was at issue was the absence of termination procedures which would protect the head librarian from an arbitrary or capricious dismissal.

Letters of appointment, not contracts, were sent by the president to all appointees to administrative positions. Although no policies were codified for dismissal of administrators, it was generally believed that an administrator who did not also hold a faculty appointment could be dismissed at any time.

Members of the clerical and support staff of the college received letters of appointment from the business manager. The Subcommittee did not inquire into the procedures for dismissal of this group of employees.

In the absence of codified procedures for the termination of nontenured faculty members, the college administration appeared to rely upon the non-issuance of the annual contract to indicate nonrenewal of appointment. The faculty and the Faculty Grievance Committee on the other hand appeared to rely upon the generally accepted practices adopted by the American Association of University Professors. These practices provide that nontenured members of the faculty be given the following notice of nonrenewal of appointment:

> 1) Not later than March 1 of the first academic year of service if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination; 2) not later than December 15 of the second academic year of service if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; 3) at least twelve months before the expiration of an appointment after two or more years of service at the institution. (*AAUP Bulletin*, summer 1976, p. 185.)

There existed at Milton College no methods by which the performance of the head librarian could be evaluated. The Faculty Library Committee did not review the performance of the librarian. That committee advised the head librarian on book budget allocations and other library matters. The head librarian, although reporting to the dean of the college, did not meet with the dean at regularly scheduled times, nor did the head librarian meet regularly with the college president. The meetings between the dean and the head librarian were infrequent and were generally at the request of the head librarian. The Subcommittee could identify only three formal meetings between Rose Smith and the college president in the two years Rose Smith was head librarian. Each of these meetings was requested by Rose Smith, and each had to do with questions about her contract or her termination.

At a meeting in fall 1975, the president authorized a $300 raise for Rose Smith, her original contract for 1975/76 having stipulated that her salary would be the same as 1974/75. Although this action should not be interpreted as a kind of performance evaluation, the Subcommittee agrees that it indicates no displeasure in Rose Smith's performance on the part of the college administration. The president took the opportunity of this meeting to talk with Rose Smith about her working relationship with the dean. There was insufficient evidence to conclude, however, that Rose Smith was advised to improve her performance during the new contract year. Had the college administration so wished, it could have applied its own codified procedures and not accepted Rose Smith's contract for 1975/76, since she had been unwilling to sign the contract without getting a salary adjustment and did not sign until her return to the college in September, having been away for the summer. The Subcommittee concludes that Rose Smith was given no notice at the time of the signing of her 1975/76 contract that her performance was less than satisfactory.

In a small college such as Milton there usually are many opportunities for faculty members and administrators to meet each other informally. There was little evidence to show that the dean, the president, or the head librarian took advantage of such opportunities. The president found Rose Smith often claimed that she was "too busy" or "overworked" to take time for informal discussions.

The dean and the president visited the library infrequently while Rose Smith was head librarian. The Subcommittee could find no evidence of any systematic review by the dean or the president of Rose Smith's performance. Nor was there any evidence that Rose Smith had been told by the dean or the president prior to receiving the letter of termination that her performance as head librarian was unsatisfactory. Rose Smith received no warning that termination was likely or imminent.

Grounds for the Termination of Rose Smith

Although Milton College has been in financial difficulties, the Subcommittee found no reason to believe that financial exigency was the basis for Rose Smith's termination. The staffing patterns in the library have remained essentially the same, with two librarians and two full-time staff members presently employed.

Although Rose Smith had alleged in her Request for Action that her termination might have been based upon sex discrimination, the Subcommittee found no support for this allegation. In addition, a woman has been appointed to replace Rose Smith.

The Subcommittee could find no cause for the termination related directly or substantially to the fitness of Rose Smith in her professional capacity as head librarian at Milton College. The Subcommittee heard few complaints about the professional services the library was providing. The faculty members interviewed believed that the library served the college well under the conditions presented by the college's financial situation, although they were unable to give illustrations of excellent or outstanding service. Rose Smith was seen to be a competent professional, carrying out the traditional services expected of a college library. There was no evidence of any aggressiveness or innovation in library programs. On the other hand, given the financial situation, innovation may not have been possible.

The one student who met with the committee found Rose Smith to be receptive to new ideas of service. The two members of the library staff who were interviewed found Rose Smith to be an efficient head librarian, one who needed and sought all the facts before making a decision.

Everyone with whom the Subcommittee spoke agreed that the reason Rose

CENSURED

Rodman Public Library, Alliance, Ohio (see *AL*, Oct. 1972, pp. 1011–1012).

Board of Trustees, Mount Vernon (Ill.) Public Library (see July/Aug. 1976, pp. 446–449).

Board of Trustees, Bryan-Bennett Library, Salem, Ill. (see Oct. 1976, pp. 574–577 and Nov. 1976, p. 616).

Milton College, Janesville, Wis. (see this issue).

The fact that the name of an institution appears on the censured list of administrations does not establish a boycott of a library, nor does it visit censure on the staff. There is no obligation for ALA members to refrain from accepting appointment in censured libraries. The ALA advises only that librarians, before accepting appointments, seek information on present conditions from the Staff Committee on Mediation, Arbitration, and Inquiry at ALA headquarters, 50 E. Huron St., Chicago, IL 60611.

Smith was terminated was that she and the dean, to whom she reported, were unable to get along or to work together. The Subcommittee was told that the personal relationships between the dean and Rose Smith were less than cordial. There appeared to be a strong personality conflict between the two which served to inhibit rather than to enhance their working relationships. Rose Smith felt unable to discuss various library problems with the dean, although at times she tried to do so. The dean did not respond to memoranda sent to him by Rose Smith nor make any effort to talk with her about the library's problems. The Subcommittee was told that on several occasions the tensions between the dean and Rose Smith were displayed in public, each seemingly embarrassing the other. During their meeting in fall 1975, the president told Rose Smith that she had to get along with the dean. Neither the president nor Rose Smith saw this comment as a warning, however.

Rose Smith's ability to manage the library staff and the library budget was never in question. The Subcommittee did hear that Rose Smith resisted demands by students to extend library hours; yet, when pressed by the college administration to extend library hours during one exam week, the library did so using the regular staff. To some people Rose Smith appeared to be insensitive to the financial needs of the college and to demands those needs were making on the faculty, administration, and the staff of the college. Rather than accept a heavier work load as other units were doing, she continued to ask for more student help, although it was clear that staff and student assistance would be reduced, not increased.

The Subcommittee, while aware of the need for good working relationships between the head librarian and the person to whom he or she reports and concerned about the burdens being carried by all members of the college at the time of Rose Smith's termination, finds the tensions between Rose Smith and the dean, and the various minor complaints about Rose Smith's response to the pressures of the college's situation, to be inadequate grounds for the termination of Rose Smith. No adequate grounds for the termination of Rose Smith were brought to the attention of the Subcommittee.

Policies of the American Library Association Applicable to the Situation Surrounding the Termination of Rose Smith

The Subcommittee identified the following policies of the American Library Association as being applicable to this case:

a) *Security of Employment in Libraries* (adopted July 1974)
b) *Standards for College Libraries* (adopted July 1975)
c) *Joint Statement on Faculty Status of College and University Librarians* (adopted June 1972)
d) *Standards for Faculty Status for College and University Librarians* (adopted June 1971)

The policy on *Security of Employment in Libraries* supports the principle of continuous or permanent appointment following the satisfactory completion of a probationary period. The policy states that libraries should present in writing the precise terms and conditions of every appointment, including statements of institutional practice in regard to probation, security of employment, and retirement, and that the statement should be in the possession of the institution and the prospective employee before the appointment is made. The policy also outlines adequate cause for termination once a person has been granted security of employment and due process to be used in such a termination.

The Subcommittee concludes that the policy on *Security of Employment in Libraries* was violated by Milton College. Rose Smith was unaware of the college practices which were being applied to her with regard to probation, security of employment, or retirement.

In the *Standards for College Libraries*, the standards which are directly applicable to this case are:

4.2.1 The librarians of a college shall be organized as an academic department—or, in the case of a university, as a school—and shall administer themselves in accord with ACRL "Standards for Faculty Status for College and University Librarians."

4.4 Library policies and procedures concerning staff shall be in accord with sound personnel management practice.

7.2.1 The responsibilities and authority of the college librarian and procedures for his appointment shall be defined in writing.

Sound management practice, as defined in the *Standards for College Libraries*, means that written procedures should be followed in matters of appointment, promotion, tenure, dismissal, and appeal. The standards requiring the librarians to organize as an academic department are derived from the *Standards for Faculty Status for College and University Librarians*, which is discussed below.

The Subcommittee concludes that the three standards listed above, 4.2.1, 4.4, and 7.2.1, were violated by Milton College. Had these standards been followed by the college, Rose Smith would have been given proper notice and adequate cause and would have been afforded due process in the matter of her termination. Furthermore, there would have been no ambiguity regarding her status at the college.

The *Joint Statement on Faculty Status of College and University Librarians* was drafted by a committee of the Association of American Colleges, the American Association of University Professors, and the Association of College and Research Libraries, a division of the American Library Association. The statement providing for the granting of faculty status to librarians is based upon the function of the librarian as a participant in the processes of teaching and research. The *Joint Statement* indicates that faculty status "entails for librarians the same rights and responsibilities as for other members of the faculty. They should have corresponding entitlement to rank, promotion, tenure, compensation, leaves, and research funds. They must go through the same process of evaluation and meet the same standards as other faculty members."

The Subcommittee concludes that this policy was violated. Everyone who met with the Subcommittee agreed that Rose Smith was not a member of the faculty.

Two of the *Standards for Faculty Status for College and University Librarians* are directly related to the matter. The standard on professional responsibilities and self-determination requires a regular and rigorous performance review, including as a necessary element of this review an appraisal by a committee of peers. The standard on tenure requires that librarians be covered by the same tenure provisions and the same written contracts or agreements as those of other faculty.

The Subcommittee finds these standards to have been violated. There were no regular or rigorous performance reviews of Rose Smith, nor did the tenure provisions applicable to the faculty apply to her.

Summary of Conclusions

Having carefully reviewed all the documents and the information provided by individuals involved in this matter, the Subcommittee concludes:

1) The manner in which Rose Smith was terminated was improper and unprecedented. No adequate warning or notice was provided, nor was Rose Smith given any statement of reasons as to why she was terminated.

2) Rose Smith was not a member of the college faculty. Her relationship to the faculty, however, was not made clear by the administration. The ambiguity

surrounding the status of Rose Smith contributed to her being terminated in an arbitrary fashion.

3) No adequate grounds for termination were found. No attempt was made by the dean or by Rose Smith to enhance their working relationships, but in the absence of any effort, or any formal warning that the relationship must improve, termination was not justified.

4) Rose Smith was denied due process in her termination. Her status as a faculty member was ambiguous so that the codified procedures applicable to the faculty were not applied to her. Her request for a statement of the reasons for termination was not granted. No adequate warning or notice was given.

The Subcommittee found no evidence to substantiate the allegations that unethical behavior, a violation of intellectual freedom, or sex discrimination were involved in the termination.

5) The following policies of the American Library Association, applicable to the situation, were violated: *Security of Employment in Libraries, Standards for College Libraries, Joint Statement on Faculty Status of College and University Librarians, Standards for Faculty Status for College and University Librarians.*

Respectfully submitted,

Marjorie Sibley, Jordan M. Scepanski, Beverly P. Lynch, and Richard A. Olsen, chair, Fact-Finding Subcommittee.

Recommendations of the Staff Committee on Mediation, Arbitration, and Inquiry

SCMAI recommends that:

1. Milton College be censured for violation of ALA Policy, *Security of Employment in Libraries*, 106.1. It is also noted that three other policies (*Standards for College Libraries, Joint Statement on Faculty Status of College and University Librarians*, and *Standards for Faculty Status for College and University Librarians*) were violated by the college.

2. Censure be removed upon evidence that:

   a. Milton College has established explicit terms and conditions to meet the concerns listed in the ALA *Security of Employment in Libraries* policy. Implementation of the resolution approved by the faculty when it voted on May 22, 1974: "That Faculty approves the document [*1972 Joint Statement on Faculty Status of College and University Librarians*] in principle contingent upon subsequent faculty approval of all standards and processes of implementation" would meet the concerns of ALA Policy 106.1 with regard to librarians employed by Milton College

   and

   b. Milton College has provided severance pay to Rose Smith in lieu of appropriate notice.

3. The report be forwarded to all principals in the case: Rose Smith; Joseph Kipper, president, Milton College.

4. The above report be published in *American Libraries* after the principals have been given the opportunity of filing a request for an appeal hearing.

5. The report, or a summary of the report, be distributed to the *AAUP Bulletin*, Wisconsin media, and other appropriate periodicals for publication following publication in *American Libraries.*

Submitted by SCMAI: R. Frame, A. Hansen, J. Krug, B. Lynch, and R. Wedgeworth, chair.

LATE JOB NOTICES (For February issue, call 312-944-6780 AFTER January 10). Listings taken by phone as space permits. 10 lines maximum, $10 per line (10-20 words per line). ALA institutional members 10% off.

REGIONAL DIRECTOR. 3 county rural library system within short driving distance to Savannah and Charleston. Budget. $70,000, staff of 11, 3 libraries, 2 branches, 1 bookmobile, population of 38,000. Opportunity to acquire broad experience in all phases of librarianship. ALA-accredited MLS, experience preferred but not necessary. Salary $9,000 plus fringes. Send resume and 3 references: Mrs. Charles Laffitte, Jr., Chairperson, Allendale-Hampton-Jasper Regional Library, POB 163, Hampton, SC 29924.

LIBRARIAN, REFERENCE. Responsible for general reference service with specialization in social science, student orientation and instruction, selection of reference materials, and on-line searching. Required: ALA-accredited MLS, 2nd master's in a social science and 4 yrs.' experience in academic reference service. Desirable: strong public service commitment and ability to communicate. Faculty status, Minimum salary $14,000 for 12 months. Available July 1. Send resume and 3 references by February 5: Gilda Baeza, Search Committee Chair, General Library, University of New Mexico, Albuquerque, NM 87131. An equal-opportunity, affirmative-action employer.

LIBRARIAN, HEAD OF BIBLIOGRAPHIC CONTROL. Required: ALA-accredited MLS; 5 yrs.' recent cataloging experience including at least 2 yrs.' administrative experience; knowledge of current LC cataloging and classification and automated processing systems. Foreign language ability (preferably Spanish). Plans, coordinates, and administers Bibliographic Control which has 6 teams for cataloging and preparation. Department has 9½ FTE faculty, 35½ FTE paraprofessionals, and numerous students. Library is part of AMIGOS and has 6 OCLC terminals. Faculty status, 12-mo. contract, salary minimum $16,000. Available July 1. Send resume and names of 3 references by February 15: Daniel W. Lister, Assistant Dean for Technical Services, Zimmerman Library, University of New Mexico, Albuquerque, NM 87131. An equal-opportunity, affirmative action employer.

LIBRARIAN, REFERENCE. ALA-accredited MLS, 2nd master's in a social science and 4 yrs.' experience in academic reference service required. Desirable: strong public service commitment and ability to communicate. Faculty status. Minimum salary $14,000 for 12 months. Available July 1. Send resume and 3 references by February 5: Gilda Baeza, General Library, University of New Mexico, Albuquerque, NM 87131. An equal-opportunity, affirmative-action employer.

LIBRARY DIRECTOR, for public library in growing suburban community of 16,000, half-way between Philadelphia and NYC. ALA-accredited MLS required + min. 3 yrs.' experience in library administration. Salary $17,000+ depending on qualifications. Starting date March 1. Send resume: Dr. Donald J. Taylor, President of the Board, South Brunswick Public Library, Monmouth Junction, NJ 08852. An equal-opportunity employer.

SENIOR CATALOGER. Assists in responsibility for implementing full range of cataloging functions including classification, descriptive cataloging, and subject cataloging for monographs, serials, microforms, and audiovisual materials in English, foreign languages for the main research library and other unit libraries. First 2-3 yrs. will be spent with serials cataloging. Qualifications: ALA-accredited MLS and 3-5 yrs.' serials cataloging experience in a large academic library including 2 yrs.' demonstrated knowledge of Anglo-American Cataloging Rules and LC cataloging procedures required. 2-3 yrs.' monograph cataloging experience in a large academic library. Experience with OCLC, shared cataloging system and working knowledge of German or Russian are desirable. Salary $14,000+ depending on qualifications. Rank senior assistant/associate librarian. Application deadline January 31. Send resume: M.E. State, University Library Personnel Officer, State University of New York at Buffalo, 434 Capen Hall, Amherst, NY 14260. An equal-opportunity, affirmative-action, Title IX employer.

INSTRUCTION LIBRARIAN. 3 yr. grant to produce bibliographic instruction program for undergraduate teacher education curriculum. Duties: instructional system design, curricular materials development, teaching, close cooperation with College of Education faculty. Qualifications: ALA-accredited MLS and teaching credentials or graduate work in education. Evidence of teaching skill required. Temporary professional position; full benefits; 12-month appointment; $11,500. Apply: Dr. Sharon Rogers, Project Director, University of Toledo Library, Toledo, OH 43606. An equal-opportunity, affirmative-action employer.

SUBJECT SPECIALIST RELIGIOUS LITERATURE, urban public library. Responsibilities include material selection and reference services in a broad range of the social sciences and history. MLS required, graduate degree in theology or a closely related subject preferred. Library experience with religious literature and demonstrated skill in reference work desirable. Salary range $12,288-$18,588. Interviewing at Mid-winter. Contact Personnel Office, Dallas Public Library, 1954 Commerce, Dallas, TX 75201. An equal-opportunity, affirmative-action employer.

ASSISTANT PROFESSOR. 2 positions: one in bibliographic control, including cataloging and classification; one in media services and materials. Supporting competence needed in other teaching areas. Doctorate and relevant experience required. Salary and fringes competitive (approx. $14,500). Open Fall, 1978. Resume by February 15: Charles Bunge, Director, University of Wisconsin-Madison, Library School, Helen White Hall, Madison, WI 53706. An equal-opportunity, affirmative-action employer.

LIBRARIAN OF GRAD SCHOOL OF EDUCATION, HARVARD UNIVERSITY. Responsible for the leadership and management of a staff of 21, multipurpose facility, 137,000 volumes, media division, conference facilities, office/research space for 50 faculty and 400 students. Qualifications: extensive senior level experience in academic research library, with administrative and supervisory duties; graduate degree in library science preferred; academic training in education or in an education library desirable. Starting date July 1, 1978. Salary $20,000 depending on experience. Credentials to and further information from: Francis Keppel, Chair, Search Committee, Harvard Graduate School of Education, 12 Appian Way, Cambridge, MA 02138. An equal-opportunity, affirmative-action employer.

CATALOGER for book collection of large museum library. Responsibilities: original and copy cataloging and classification using AACR, Dewey, and LCSH as adapted to fit specialized needs; filing and catalog editing. Qualifications: BA in art history; ALA-accredited MLS; working knowledge of 2 or more languages including Spanish, Italian, or German. 2 yrs.' cataloging experience. Available immediately. Minimum salary $9,000 negotiable. Apply by February 1: Ann Rice, Associate Director, Personnel Department, The Art Institute of Chicago, Michigan Ave. at Adams St., Chicago, IL 60603. An equal-opportunity, affirmative-action employer, M/F.

LATE JOB NOTICES CONTINUED ON PAGE 60

Late Job Notices, continued

SERIALS LIBRARIAN/SCIENCE BIBLIOGRAPHER and REFERENCE LIBRARIAN (with special responsibility for on-line bibliographic retrieval, some science competency). Both positions available February 1. Minimum of MLS, background/interest in physical sciences. Salary range $12,000-$15,000, depending on education and experience. Faculty rank, excellent fringe benefits. Send application, credentials, references: Donald O. Rod, Director of Library Services, University of Northern Iowa, Cedar Falls, IA 50613. An equal-opportunity, affirmative-action employer.

TECHNICAL SERVICES LIBRARIAN. Responsible for cataloging and administration of acquisitions. ALA-accredited MLS, experience desirable. Entry $9,564. Send resume by February 1: W.J. Wilson, System Administrator, Coeur d'Alene-Kootenai County Library System, 703 Lakeside, Coeur d'Alene, ID 83814.

ASSISTANT DIRECTOR FOR TECHNICAL SERVICES. Stanford University Libraries. Responsible for administration of acquisition, catalog, and serial departments, and the materials conservation program. (Purchasing, claiming, receiving, and cataloging functions use the BALLOTS automation system.) Participates with other directors in general library planning, budgeting, policy making, and setting of priorities. Requirements include: demonstrated administrative competence in management and technical processing. Understanding of national issues in research library administration. Stanford University Libraries adds over 60,000 volumes per year and receives 30,000 serials with an acquisition budget of $2 million. Minimum salary $27,000. Apply by March 1: Elsi H. Goering, Library Personnel Officer, Stanford University Libraries, Stanford, CA 94305. An equal-opportunity, affirmative-action employer.

REFERENCE/BIBLIOGRAPHIC SERVICES LIBRARIAN. Provide reference services and learn computerized information retrieval. ALA-accredited MLS + some library experience required; computer searching skills desired. Position open February 15. Salary $10,000 per year. Apply by February 6: Charlene Hurt, Acting University Librarian, Washburn University, Topeka, KS 66621. An equal-opportunity, affirmative-action employer.

BRANCH LIBRARIAN. Area of specialization adult and young adult services. Supervises staff of 4 including 1 professional who serves as children's librarian. MLS + 4 yrs.' full-time professional work including supervisory experience and working in adult or YA services. Starting salary $14,275 with merit increases. Good benefits. Submit resume including salary: Herbert G. Eissman, Personnel Officer, St. Louis Public Library, 1301 Olive, St. Louis, MO 63103. An equal-opportunity, affirmative-action employer, M/F.

ASSISTANT PROFESSOR AND REFERENCE LIBRARIAN, SOCIAL SCIENCES. Available January 1. BS or BA degree with emphasis on business and economics. ALA-accredited MLS. 2 yrs.' experience as business librarian and experience using on-line information retrieval service preferred. Must have a broad knowledge of reference sources in the social sciences. Ability to interact with academic community and fellow staff members and students. Demonstrated skills in leadership, organization and the integration of change with technological innovation. Salary up to $13,000, depending on qualifications and experience. Send resume and references: Dr. George R. Lewis, Director of Libraries, Drawer 5408, Mississippi State, MS 39762. An equal-opportunity, affirmative action-employer.

EMPLOYERS AND JOB SEEKERS may still sign up for the Job Registry at ALA Midwinter Conference. For details, see p. 42.

CLASSIFIED

Guidelines

Salary range required for all "Positions Open." "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or inferred biases will be edited out of ads.

Rates

(Please state if ALA member.)

Positions Open: $2.50/printed line. ALA institutional members: 50% off ($1.25/line). No free lines.

Positions Wanted: ALA members receive 50 words free, 50¢ each word over. Nonmembers: 50¢/word.

Joblines: For numbers and addresses of clearinghouses that provide a list of available jobs. No commercial agencies. Free listing.

Display classifieds: Boxes, larger type, prominent format. $25/column inch. 20% off for ALA institutional members. No free space. Available only for job positions or educational programs.
Color: 2nd color (Publisher's color) available in display ads at 5% surcharge. Specify part of ad to appear in color.

All other classified sections: $2.50/line.

Classifieds Deadline

Copy must be received by the **5th** of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "FILLED" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices

"Page One" section, as space permits, takes job notices after classified deadline has passed. By phone only, after 10th of the month. $10 per printed line. ALA institutional members 10% off. See complete instructions in section.

Address

Place all ads with Connie Pacholski, American Libraries, Classified Advertising, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

If your institution or organization would like its jobline listed free, send formal authorization to American Libraries, Classified Advertising.

CALIFORNIA Association of School Librarians Job Hotline: (714) 545-7766.

CALIFORNIA Media and Library Educators Association Job Hotline: (415) 697-8832. To list a job: (415) 692-2350.

CALIFORNIA Library Association: (916) 443-1222 or (213) 629-5627.

COLORADO State Library: (303) 839-2210.

DISTRICT OF COLUMBIA Library: (202) 223-2272.

FLORIDA State Library: (904) 488-5232.

IOWA Library Jobline **(monthly):** J. W. Hurkett, Assistant Director, State Library—Historical Bldg., Des Moines, IA 50319. To list a job: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association: (301) 685-5760.

MIDWEST Library Job Hotline: (517) 487-5617.

MINORITY Librarians interested in employment in public libraries: For "List of Employers Interested in Hiring Minority Librarians," enclose 50¢ to Dorothy M. Haith, Dean, School of Library Media, Alabama A&M Univ., Normal, AL 35762.

NEW JERSEY Library Association: (609) 695-2121. To list a job: (609) 292-6237.

NEW YORK Library Association: (212) 687-1352.

OREGON Library/Media Jobline: (503) 585-2232.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a job (members or nonmembers): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelopes to Marcia Hershoff, 7 Abbot St., Cumberland Hill, RI 02864.

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a job: Paul Morton, (213) 440-4044.

VIRGINIA Library Jobline: (804) 355-0384.

POSITIONS WANTED

MLS, LIU '75. BA history. Seeking entry-level ref./govt. docs. position in pub./acad./spec. library. Have volunteer and part-time experience in pub./acad. ref. Will relocate. Resume from M. Stiene, 12 South Hollow Rd., Dix Hills, NY 11746.

CANADIAN citizen wants to work in US. BA in history, political science; M. ED, MLS. Desire a special, academic, or public library position. Available immediately. Willing to relocate. Resume from Surjeet, 100 Emerson Ave., Toronto, Ontario, Canada M6H 3T1.

PROFESSIONALLY ACTIVE elementary school library media specialist with graduate level summer teaching experience (courses: instructional materials centers; evaluation and acquisition of instructional materials; cataloging and classification; educational media) seeks position for July/August 1978. MS, Columbia SLS, 1973. P. Yuill, Glenwood Landing School, Glen Head, NY 11545.

MLS, MA English, working on MBA. Experience in law and computer libraries. Seeks position in large university library. Prefer Midwest. Resume: A. Caligiuri, 2423 S. Oak Park, Berwyn, IL 60402.

MLS, BS IN LS; BS (BIOLOGY). Experienced in all aspects of school librarianship; 4 yrs. university. Supervision at district and state level. Seeking new challenge in short term assignment abroad. Resume, credentials on request. **Box B-742-W.**

MLS with 4 yrs.' reference/administration experience interested in tandem employment. Prefer reference or service oriented position in central NJ. Also interested in contacting other librarians interested in job sharing, similar interests. Contact N. Crawford, 443 Vannest Ave., Trenton, NJ 08618. (609) 882-8073.

POSITIONS OPEN

ACADEMIC LIBRARY

Art librarian. ALA-accredited MLS + 2 yrs.' professional experience relevant to position required. Masters in fine arts field preferred. Duties: reference and bibliographic services in the fields of art history, history of photography, architecture, and art. Selection of materials in these same subject areas in consultation with appropriate academic departments. Responsible to fine arts librarian. Assists in developing and maintaining operations, recruiting, selecting, training, and supervision of personnel. 5 FTE. Collection of 65,000. Faculty status with rank dependent on qualifications. 12-month appointment with 1 month vacation. Minimum salary $12,000. Available July 1. **Application deadline February 15.** Send resume and 3 letters of reference: William E. Hannaford, Jr., Chair, Search Committee for Art Librarian, **General Library, University of New Mexico, Albuquerque, NM 87131.** An equal-opportunity, affirmative-action employer.

Business administration librarian. ALA-accredited MLS. MBA and/or experience preferred. Administers branch library for business and administrative sciences. Selects collection, provides reference and orientation, supervises 2 staff and 8 students. Salary $14,000 minimum. Faculty status. **Send resume and names of 3 references by February 3:** Sandra Coleman, Chairperson, Search Committee, **UNM General Library, University of New Mexico, Albuquerque, NM 87131.** An equal-opportunity, affirmative-action employer.

Catalog librarian for university library. Temporary appointment beginning February 1 for 4 months to replace staff member on leave. MLS required, cataloging experience (LC classification), and OCLC experience highly desirable. Salary $1,000+ per month, depending on experience. Apply: Nora Gallagher, Director, **Adelphi University Library, Garden City, NY 11530.** An equal-opportunity, affirmative-action employer.

Cataloguer. Original cataloguing of monographs with major responsibility for nonbook materials, in a department of 5 professionals and 14 support staff processing 24,000 volumes per year. Requires ALA-accredited MLS + a subject masters or commitment to obtain one. Must have proven ability to apply AACR and LC classification to materials in print and other formats. Prefer at least 3 yrs.' experience, including on-line cataloguing. Cataloguing experience with music desirable. 12-mo. appointment as senior assistant librarian ($1,176–$1,624) or as assistant librarian ($1,012–$1,393), depending on qualifications. 10-mo. appointment optional. 21 working days vacation, 12 days sick leave, excellent retirement program, partially paid health plans, tax-deferred annuity options. Interview on campus required at finalist's expense. **Apply with resume by January 15:** Thomas L. Welch, Associate Director, University Library, **California State Polytechnic University, Pomona, CA 91768.** An equal-opportunity, affirmative-action employer.

Circulation librarian, McKeldin Library, University of Maryland. Plans, organizes, and administers the many-faceted operations of the McKeldin library circulation services department, including loan, stacks, security, and interlibrary loan. The nature of the work performed by the incumbent requires the theoretical background which results from the successful completion of an ALA-accredited MLS program, and the practical knowledge obtained from at least 3 yrs.' professional experience. A knowledge of automated circulation systems would be very useful. Starting salary range $17,000–$18,500. A full range of benefits is partially university paid. Please submit a detailed resume, academic transcript, and the names of 3 references **by January 15:** Ronald P. Naylor, **University of Maryland Libraries, College Park, MD 20742.** An equal-opportunity, affirmative-action employer.

Head government documents librarian. Responsible for development of US regional depository collection and collections of international governmental organization documents, departmental policy formulation, budget preparation, supervision of staff, reference service, library instruction, and preparation of bibliographies. Requirements include ALA-accredited MLS, supervisory experience, 2 yrs.' professional full-time documents work. Librarians have faculty status, 12-month appointments, 22 days annual vacation, normal benefits. Minimum salary $15,500. **Send resume by February 28:** Mary Dale Palsson, Public Services Librarian, **University of Arizona Library, Tucson, AZ 85721.** An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Head of technical services. Virginia Military Institute, the Shenandoah Valley's historic military college, is reopening its search for a librarian who can consolidate its catalog and acquisitions departments into a unified division of technical services. Salary $15,000–$18,000. Requirements: ALA-accredited MLS, suitable experience in both acquisitions and cataloging, some of it with OCLC, and sound organizational abilities. Assistant professor rank, 12-month contract, month's vacation. **Application deadline February 28.** Send resume and placement folder: J. E. Gaines, Head Librarian, **Virginia Military Institute, Lexington, VA 24450.** An equal-opportunity, affirmative-action employer.

Head, reference. Responsible for reference services including general reference, interlibrary loans, instructional services, and computer search services. Seeking a service oriented person who will actively participate in as well as supervise and coordinate these activities serving a challenging university community. Staff of 3.5 FTE, 3 library assistants, and several student assistants. Minimum qualifications include MLS; 4 yrs.' professional experience in academic libraries, including 2 yrs.' reference experience; demonstrated supervisory ability. Salary $18,000 minimum depending on qualifications. 12-month appointment. Full faculty status, TIAA, 24 days annual leave. Position open July 1. Mountains, desert, lakes, 5 hrs. from San Francisco by car. **Send resume and names of 3 references by March 15:** Ruth Donovan, Assistant Director, **University of Nevada-Reno, Reno, NV 89557.** An equal-opportunity, affirmative-action employer.

DIRECTOR OF UNIVERSITY LIBRARIES
UNIVERSITY OF SOUTHWESTERN LOUISIANA
LAFAYETTE, LOUISIANA

The University of Southwestern Louisiana (USL) is seeking applications for the Director of University Libraries. USL is a publicly supported institution with 600 faculty and 14,000 students. The library has a collection of 500,000 volumes and employs 15 professional librarians and 27 support personnel. The Director has primary responsibility for all library operations, including budgeting, developing the collection, and long-range planning.

All applicants should hold an ALA-accredited MLS degree (preference will be given to those applicants holding the doctorate plus the MLS). Additional qualifications are: a minimum of 5 yrs.' successful administrative experience in a university library; evidence of significant professional activities; knowledge and experience in current library practice, networks, automated systems, and resource sharing; and an orientation toward public service.

Appointment effective July 1, 1978, but date may be modified depending upon commitments of applicant. Salary range: $25,000–$28,000. ***Deadline for receipt of application, complete curriculum vitae, and 3 references is February 15. Contact:***

Dr. Richard E. Chandler, Chair
Q-S-N Committee for Director of University Libraries
University of Southwestern Louisiana
P.O. Box 4–1810 USL Station
Lafayette, LA 70504

An equal-opportunity, affirmative-action employer.

MANAGEMENT ANALYST
ASSOCIATE LIBRARIAN
Reopening of Previous Listing

To perform analyses of functional operations in all phases of library operations and management. Duties include operations research, systems analysis, and the design of manual and automated management systems. Experience and knowledge of management data systems, knowledge of computer and associated equipment, and experience in designing and writing manual and automated system specifications are essential. MLS or equivalent required. Must have minimum 7 yrs.' library experience with 5 yrs.' systems work. Salary to $22,788, depending on experience.

Apply:

William F. McCoy
Associate University Librarian
108 Shields Library
University of California
Davis, CA 95616

OKLAHOMA STATE UNIVERSITY—STILLWATER

3 POSITIONS

. ***Assistant Biological Science Reference Librarian.*** Provide reference service, assist in book selection, supervise circulation service for Biological Sciences Division, serve on library committees. ALA-accredited MLS. Bachelor's in one of the life sciences required + 3 yrs.' experience in that field or second master's in life sciences. This is a second listing which extends application deadline and improves salary. Position open January 15; *no applications accepted after March 1.* Salary $12,000–$14,000.

Assistant Cataloger. Catalog books using Library of Congress copy. Some original cataloging. Applicants should be qualified in use of Dewey Decimal System, Anglo-American Cataloging Rules, and LC Subject Headings. Serve on library committees and public catalog consultant desk. ALA-accredited MLS, 1 yr's. experience as cataloger desirable. This is a second listing which extends deadline. Position open January 15; *no applications accepted after February 1.* Salary $9,600–$10,200.

Circulation Librarian. Organize a new department responsible for centralized circulation services with a combined annual circulation of 365,000. Supervise 7 classified employees and 12 FTE students in department open 113 hours per week. Responsibilities include circulation of monographs, stack supervision, shelving, shifting, shelf reading, reserve books, fines, overdue notices, and administrative action against delinquent borrowers. ALA-accredited MLS and an aptitude for supervision and administration. Open May; *no applications accepted after February 1.* This is a second listing of previously announced position. Salary $9,600–$10,000.

For all positions: health and accident insurance, free life insurance, TIAA and state retirement plan. Faculty rank, 40-hour week, 1-month vacation.

Send resume and 3 references: Norris K. Maxwell, Assistant Librarian, Oklahoma State University, Stillwater, OK 74074.

INTERVIEWS JANUARY 21–26 ALA MIDWINTER CHICAGO

An equal-opportunity, affirmative-action employer.

Librarian - associate director. Position starting summer 1978 in a science and engineering oriented university, convenient location for New York State and New England ski and mountain areas. Will work with director on long-range planning, fund raising, budget, personnel, off-campus relations, and will assist in coordination of departmental functions. Responsible for library involvement with modern technologies including in-house automation and data base searching. ALA-accredited MLS required with an appropriate advanced degree helpful. Approximately 10 yrs.' library experience with increasing responsibility including some administrative responsibility. 12-month appointment with 24 days vacation a year and faculty fringe benefit program. Salary from $18,000 depending on qualifications and applicable experience. **Send resume and references by February 15,** for Selection Committee review: James C. Andrews, Director of Libraries, **Rensselaer Polytechnic Institute, Troy, NY 12181.** An equal-opportunity, affirmative-action employer.

Librarian (cataloging department). Minimum qualifications: 3 yrs.' professional experience, ALA-accredited MLS. Knowledge of OCLC, foreign languages, and/or subject specialization desirable. Rank of associate university librarian, salary range $10,500–$12,775. **Application deadline February 1.** Approximate appointment date—March. Send resume and letter of application: Pam Shipp, Library Search Committee, **University of South Florida Library, Tampa, FL 33620.** An equal-opportunity, affirmative-action employer.

Librarian (circulation/reserve department). Minimum qualifications: 3 yrs.' professional experience, ALA-accredited MLS. Preferred: knowledge of automated circulation systems, public relations skills, and interest in collection development. Rank of associate university librarian; salary range $10,500–$12,775. **Application deadline February 1.** Approximate appointment date—March. Send resume and letter of application: Julia Schwartz, Library Search Committee, **University of South Florida Library, Tampa, FL 33620.** An equal-opportunity, affirmative-action employer.

Librarian for church-related college of 500 students. Must have MLS. Prefer experience. Must have ability to apply reference skills, copy and original cataloging skills, ability to work with faculty, students, and staff. Familiarity desirable with nonprint and print materials, information technology, and OCLC. 10–12 month position, begins January 1 or August 15. Salary $10,000–$13,000 commensurate with qualifications. Send resume and references: Dr. Larry Feil, Academic Dean, **Tabor College, Hillsboro, KS 67063.**

Library director. Long established women's college seeks director to administer library program, budget, staff, and planning for continued development. Work with students, faculty, and Friends of Library; development of special collections room; selection of library materials; some supervision of library science courses. Faculty rank, non-tenure position. Employment beginning August 1978. Salary range $13,000–$15,000. Minimum qualifications: ALA-accredited MLS, significant administrative experience, enthusiasm for effective programs to place library at center of learning on campus dedicated to academic excellence. Apply: Dr. Cynthia H. Tyson, Acting Dean of the College, **Queens College, Charlotte, NC 28274.** An equal-opportunity, affirmative-action employer.

Library systems analyst. Responsible for the application of systems techniques to a broad range of library activities, with particular emphasis on the analysis and evaluation of existing manual and automated operation, and on providing technical expertise in planning for and implementation of new or improved operations. Qualifications: academic background in statistics, systems evaluation techniques and automation, and/or successful work experience in systems analysis, preferably in a library environment. Salary in the $14,050–$19,670 range, negotiable and commensurate with qualifications and experience. **Deadline: February 1.** Vitae and references: Richard E. Chapin, Director of Libraries, **Michigan State University, East Lansing, MI 48824.** An equal-opportunity, affirmative-action employer.

Science bibliographer. Under general direction of the assistant director for reference and collection development services, has primary responsibility for the selection, development, and review of the science collection and for liaison with the faculty and students of the departments of atmospheric sciences, chemistry, computer science, geology, mathematics, and physics. Provides reference services during assigned hours. May be involved in computer-based bibliographic searching. Qualifications: ALA-accredited MLS; at least 2 yrs.' relevant library experience in an academic or special library subsequent to receipt of MLS. Undergraduate major and/or advanced study in some area of the physical sciences preferred. Candidates with experience in computerized bibliographic searching using scientific data bases desired. Salary and rank commensurate with education and experience. Recruitment range $13,000–$18,000. 12-month appointment, sick leave and annual leave @ 1.75 days each per month. Fully paid major medical, hospitalization, and dental insurance. Social Security coverage. TIAA/CREF or New York State Teachers Retirement available (employee contribution rate = 3%). **Inquiries should be received by January 31.** Contact: Jean Whalen, Personnel Librarian, **University Library, Room 109, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** An equal-opportunity, affirmative-action employer.

Science librarian. Maintains full public services in branch library containing some 50,000 volumes, staff of 1 professional, 2 full-time support staff, and student assistants. Responsible for support of research, collection development, program planning, and coordination of various duties. Required: ALA-accredited MLS; BS in science; 2–3 yrs.' professional experience in academic or special library. Ability to communicate clearly, organize scientific literature, and work harmoniously with library users, staff, and administration. Desirable: 2nd master's degree in science, reference experience, teaching experience, foreign languages, knowledge of information systems. Salary $13,500 minimum, commensurate with qualifications and experience. **Deadline for applications January 31.** Submit letter of application, resume, and 3 recent letters of reference: R. S. Lamb, Chairperson, Science Librarian Search Committee, **Cunningham Memorial Library, Indiana State University, Terre Haute, IN 47809.** An equal-opportunity, affirmative-action employer.

Social sciences reference librarian, with specialization in education. Required: graduate library degree; minimum 3 yrs.' successful, relevant reference experience; evidence of being self-motivated, innovative, service-oriented, people-sensitive, able to relate well to students and faculty, and of continuing professional growth. Desired: master's degree in education or education related discipline or substantial progress toward same; BA in a social science, psychology or sociology preferred; experience in searching computerized data bases; knowledge of Spanish. Duties: provides generalized service at social sciences reference desk and specialized service to students and faculty of school of education; selects materials in areas of specialization; cooperates with curriculum librarian; works some evenings and weekends. Appointment possible as assistant librarian ($12,144–$16,716) or senior assistant librarian ($14,112–$19,488), level and salary depending on qualifications and experience. Tenure on 5th yr. reappointment, 21 days vacation, 12 days sick leave credits p.a., option of 10-mo. appointment beginning each fiscal year. **Apply with resume by February 3:** Morris Polan, University Librarian, **California State University, Los Angeles, 5151 State University Dr., Los Angeles, CA 90032.** An equal-opportunity, affirmative-action, handicapped. Title IX employer.

COOPERATIVE AGENCY

System coordinator of Metropolitan Cooperative Library System, 25 independent public libraries in Los Angeles County, Cal. Administers system plan of service, writes and administers grant requests, prepares budget, keeps records and prepares reports, selects and supervises system headquarters staff. MLS or equivalent + 4 yrs.' increasingly responsible professional public library experience, at least 1 yr. as supervisor. Driver's

license. Minimum salary $19,000 + fringes. Open January 1. Send resume: **MCLS Headquarters, Pasadena Public Library, 285 E. Walnut St., Pasadena, CA 91101.**

System director. Executive responsibility for a multi-type library system located in southeastern Colorado. Minimum salary $16,662 per year. Requires ALA-accredited MLS or accredited library/media equivalent, 5 yrs.' experience including 3 yrs.' administration, freedom to travel. Desirable experience includes multitype library systems, ILL, OCLC, continuing education, consulting, PR, and promotion. **Closing date for application February 17.** Send resume and names of 3 recent references: Search Committee, **Arkansas Valley Regional Library Service System, 635 West Corona, Suite 215, Pueblo, CO 81004.**

LAW LIBRARY

Head cataloger. Responsible for cataloging and classification in a research library, including a reclassification project. Supervise cataloging and technical services staff. MLS and minimum 3 yrs.' cataloging experience required. OCLC experience and ability to work in Spanish and French highly desirable. Salary negotiable from $14,000 depending on qualifications and experience. Position open. **Applications received until January 15.** Contact: Richard Hutchins, Director, **Law Library, University of Miami, POB 248087, Coral Gables, FL 33124.** An equal-opportunity, affirmative-action employer.

LIBRARY EDUCATION

Assistant professor, University of Minnesota Library School, for September 1978. Salary in the teens, commensurate with experience. Ph.D. or candidacy. Appropriate teaching or professional experience. To teach in areas of library administration and/or information science, advise students, conduct research. **Send resumes by March 1:** Harris C. McClaskey, Chairperson, Search Committee, Library School, **419 Walter Library, University of Minnesota, 117 Pleasant St., SE, Minneapolis, MN 55455.** An equal-opportunity educator and employer.

Assistant professor - media services. Teaching duties include responsibility in media area + 1 other area, preferably cataloging, children's materials, or school library administration. Doctorate in library science (or completion of degree within 1 academic year) required; related advance degrees considered. Extensive media work experience required. Salary $12,835–$22,027. **Apply by February 1:** Bernard S. Schlessinger, Graduate Library School, **University of Rhode Island, Kingston, RI 02881.** An equal-opportunity, affirmative-action employer.

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2 faculty openings for assistant or associate professor with a combination of subject competencies in several of the following areas: academic librarianship, information science, and/or bibliography—humanities, sciences, or social science. Salary minimum of $15,000 for 9 months. Open September 1, 1978. Minimum requirements include ALA-accredited MLS and earned Ph.D. in library science or subject discipline. Library and teaching experience desirable. Send resume and names of 3 references: Dean Martha Boaz, School of Library Science, **University of Southern California, University Park, Los Angeles, CA 90007.** An equal-opportunity, affirmative-action employer.

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2 faculty positions. The Graduate School of Library Service of the University of Alabama seeks 2 faculty members to begin in the summer or fall of 1978. Applicants should demonstrate a research capability, both a practical and theoretical approach to their area of specialization, and a willingness to participate with current faculty in defining future curricular goals. A doctorate, completed or nearing completion, is required. Appointment will be at the assistant or associate professor level, with salary negotiable but ordinarily in the $15,000–$18,000 range for the academic year. The first appointment will be in cataloging and classification; the second in reference and bibliography. The library school has a full-time faculty of 10, is housed in attractive and well-equipped quarters, and is fully accredited. In addition to the master's program, a 6th yr. degree program is currently being initiated. The normal teaching load is 3 courses per semester, although release time may be negotiated for research or service. Full-time summer school teaching is reimbursed at the rate of 30% of regular salary. Contact: Dean James D. Ramer, **POB 6242, University, AL 35486.** An equal-opportunity, affirmative-action employer.

Faculty position. Tenure-track position beginning January or September 1978. Doctorate in library/information science, or in a related discipline with an MLS. Recent administrative or supervisory experience in an academic library required. Background involving automated systems and teaching experience desirable. Rank and salary open depending on qualifications and experience. Salary range $15,600–$22,650 for 9 months, with possible additional compensation for summer teaching. Send resume: Leslie H. Janke, Director, Division of Library Science, **San Jose State University, San Jose, CA 95192.** An equal-opportunity, affirmative-action employer.

Faculty positions. The UCLA Graduate School of Library and Information Science will be making several new appointments to faculty positions, preferably as assistant professor, to start in the 1978/79 academic year. Applications are being sought from candidates with a doctorate, professional experience in a library, an interest and competence in research, and a knowledge of teaching at the graduate level. Appointees will be expected to teach both basic and advanced courses in some combination of the following fields: library management, information science, media librarianship, history of librarianship, special libraries, and academic libraries. Rank and salary depend on record of experience and competence with the following established ranges: assistant professor ($15,100–$17,000), associate professor ($18,800–$21,000), professor ($22,600–$29,900), all on a 9-month academic year basis. Inquire and send resume with a list of references: Robert M. Hayes, Dean, Graduate School of Library & Information Science, **University of California, 405 Hilgard Ave., Los Angeles, CA 90024.** An equal-opportunity, affirmative-action employer.

PUBLIC LIBRARY

COUNTY LIBRARY DIRECTOR

Plan, organize, and direct the operation of the Harford County Public Library, which is 23 miles from Baltimore City. System serves a population of 135,000 with 5 branches, 1 bookmobile, and staff of 50 FTE. Annual budget of $800,000, circulation of a million. Position requires strong public library service and administrative background, knowledge of automation, networking, and public relations.

ALA-accredited MLS, 6 yrs.' experience in public library service including 3 yrs.' supervisory and administrative responsibility.

Salary range $20,000–$23,000. Starting date July 1, 1978.

Send resume and reference by March 30:

Mr. Offie E. Clark, Chairperson
Search Committee
Harford County Library
100 Pennsylvania Ave.
Bel Air, MD 21014

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Assistant library director. County of Henrico Public Libraries, a young and progressive library system in the heart of Virginia. 2 hrs. from the ocean, the mountains, and Washington, DC. System includes 3 area libraries, 2 branches, bookmobile, and municipal library. Staff of 122. Requirements: ALA-accredited MLS + 5 yrs.' increasingly responsible professional experience in a major area of public library administration. Salary range $15,514–$20,554. **Applications will be accepted through January 31.** Send applications and resumes: M. O. Roache, Jr., Chair, **Board of Library Trustees, POB 27032, Richmond, VA 23273.**

Children's librarian. Seeking dynamic outgoing person. ALA-accredited MLS. Salary $9,000 minimum. Position open February 1. Send resume: L. Ireland, Director, **Public Library System, 604 East Ave., Holdrege, NE 68949.**

Director, county library, northeastern Ohio, serving population of 45,000. Addition being completed spring '78. ALA-accredited MLS, minimum 5 yrs.' experience. Executive, financial, and community relations competency essential. Salary for minimum qualifications $14,500. Available January. Submit resume: Carole Venaleck, Search Committee, **Morley Library, 184 Phelps St., Painesville, OH 44077.**

Director, county library system serving 135,000 population through new main library (Feb. 1978), 7 branches, and mail-a-book service. Excellent suburban location with 5 colleges/universities in county and close to 3 metropolitan areas. ALA-accredited MLS + 5 yrs.' administrative/supervisory experience in a public library. Must be eligible for certification by State Board of Library Examiners. Minimum salary $18,000. State retirement, paid Blue Cross/Blue Shield, 20 days vacation. **Send resume and 3 references by February 28:** Mary B. Kidd, President, Board of Trustees, **Greene County Library, POB 520, Xenia, OH 45385.** An equal-opportunity employer.

NOBLES COUNTY LIBRARY and INFORMATION CENTER

2 POSITIONS

Assistant Director. This is a newly created position in a progressive and well supported library located in the thriving agricultural section of southwest Minnesota. Responsibilities include supervision of central circulation services with emphasis on adult program activities and reading guidance, as well as in certain extension areas. ALA-accredited MLS required. Public library experience desirable. Current minimum salary $12,024, dependent on training and/or experience.

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Director, Minnehaha County Rural Public Library. Creative person, successful planner, supervisor, and manager—ready for a challenge. Position available on or about April 1. Salary $8,000 minimum, commensurate with experience. MLS required. Must be able to manage and direct all phases of public library, employees, 7 bookshelve branches, and 1 bookmobile. Budget for 1978 is $79,000. Service area of fast growing 25,000+. Send resume and application: **Minnehaha County Rural Library Board, Route 5, Box 195, Sioux Falls, SD 57107.**

Director of library services for North Bend, Oregon public library. Direct staff, budget, discharge board policies, public relations. MLS preferred. Library and supervisory experience required. Must be service oriented. Salary $13,200. Position open July 1. **Applications accepted until March 10.** Send resume: Alice Holt, **2611 Liberty St., North Bend, OR 97459.**

Head librarian for progressive newly expanded suburban library in prestige community of 16,000, 22 miles from downtown Chicago. Circulation of 20,000 per month, staff of 10. MLS + public library experience required. Salary $13,500–$16,500 + benefits. Starting date June 1. Send resume: **Hinsdale Library Board, 20 E. Maple St., Hinsdale, IL 20521,** attention: Richard C. King.

Library director needed to direct progressive public library in an east Kansas college town of 11,000, serving county of 20,000. ALA-accredited MLS and administrative experience required. Salary negotiable ($13,000–$16,000). Seeking person with proven leadership ability, imagination, and energy as well as public relations, planning, and budgeting experience. Contact: Jerry D. Thompson, **Ottawa Library, 5th & Main, Ottawa, KS 66067.**

Personnel director. Administrative position involving responsibility for planning, organizing, directing, and coordinating personnel activities of the library. Formulates operating policy, procedures, and personnel policy; recruits, interviews, hires; administers salary schedule and records; prepares monthly reports for Board of Trustees; oversees grievance procedures. College degree required, preferably in personnel administration. MLS or considerable library supervisory experience highly desirable, or any equivalent combination of experience and education of the above. Salary range $22,963–$29,307. Retirement, hospitalization, vacation, sick leave benefits. Send resume: Dr. Ervin J. Gaines, **Cleveland Public Library, 325 Superior Ave., Cleveland, OH 44114.** Interviews may be scheduled at ALA Mid-winter Conference in Chicago. An equal-opportunity employer.

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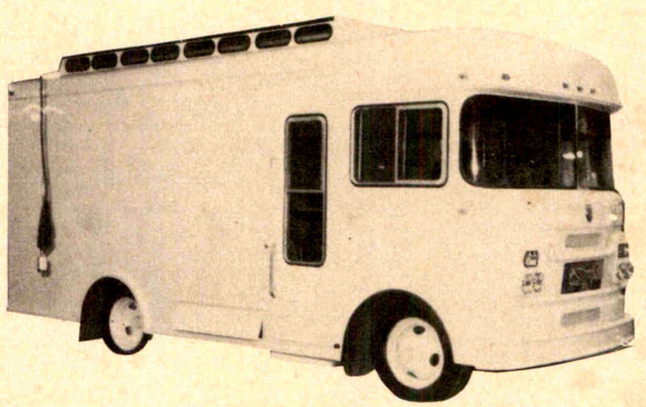

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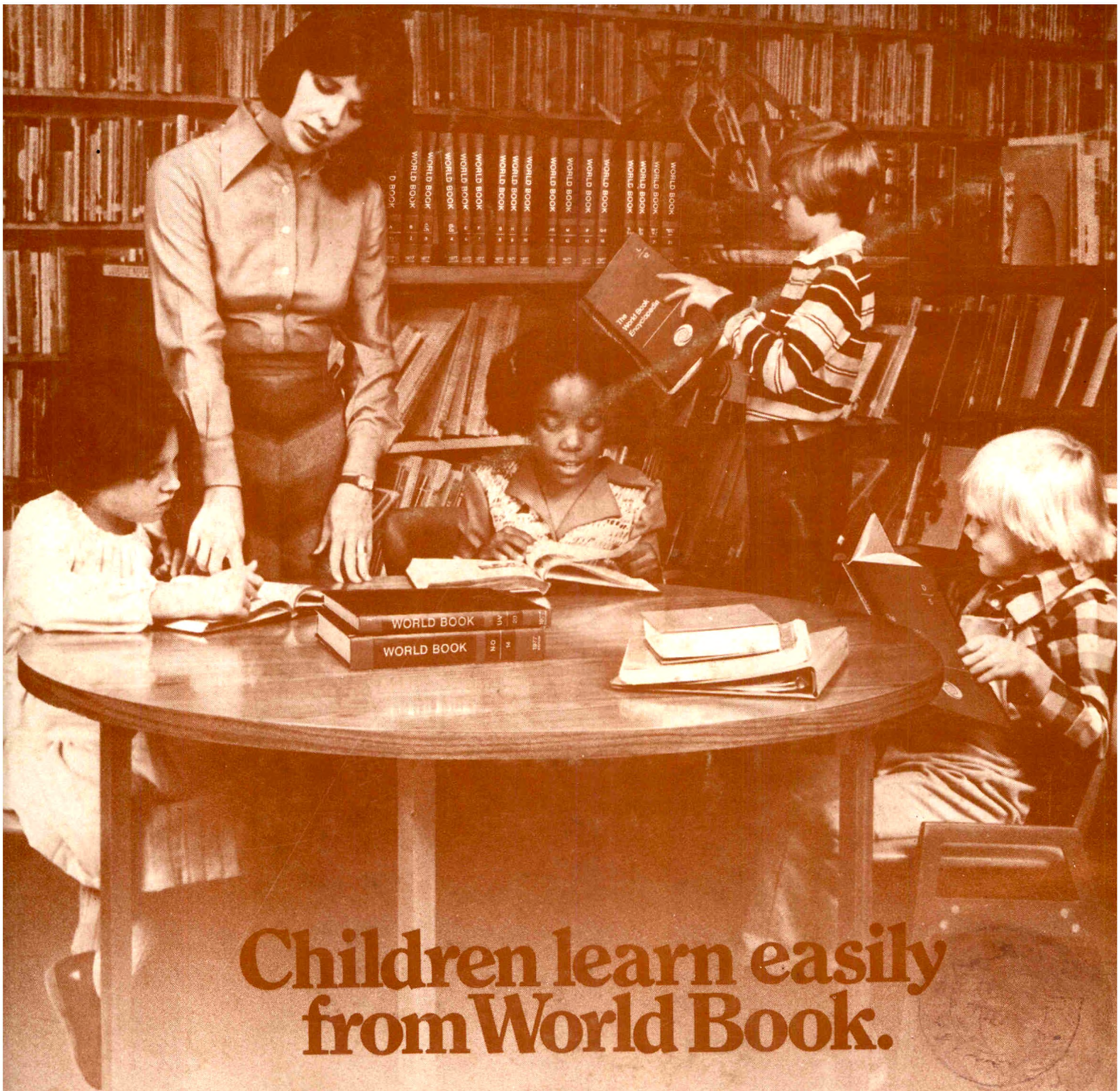

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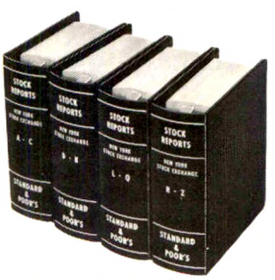

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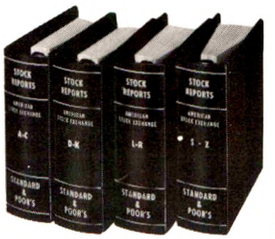

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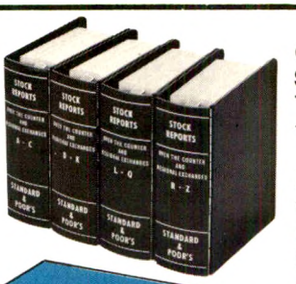

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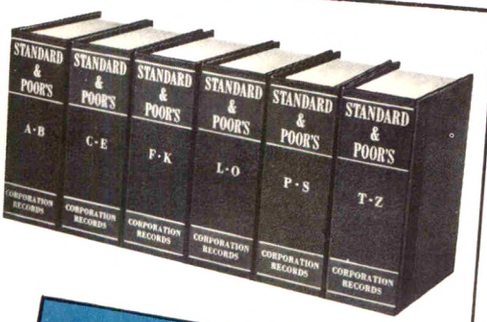

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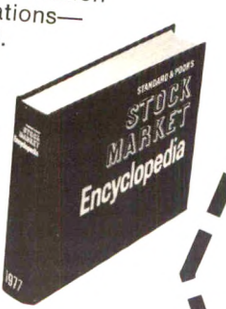

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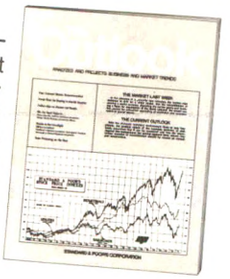

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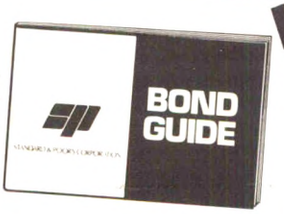

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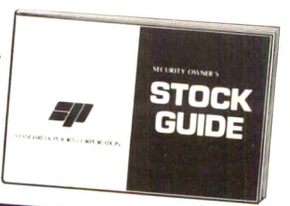

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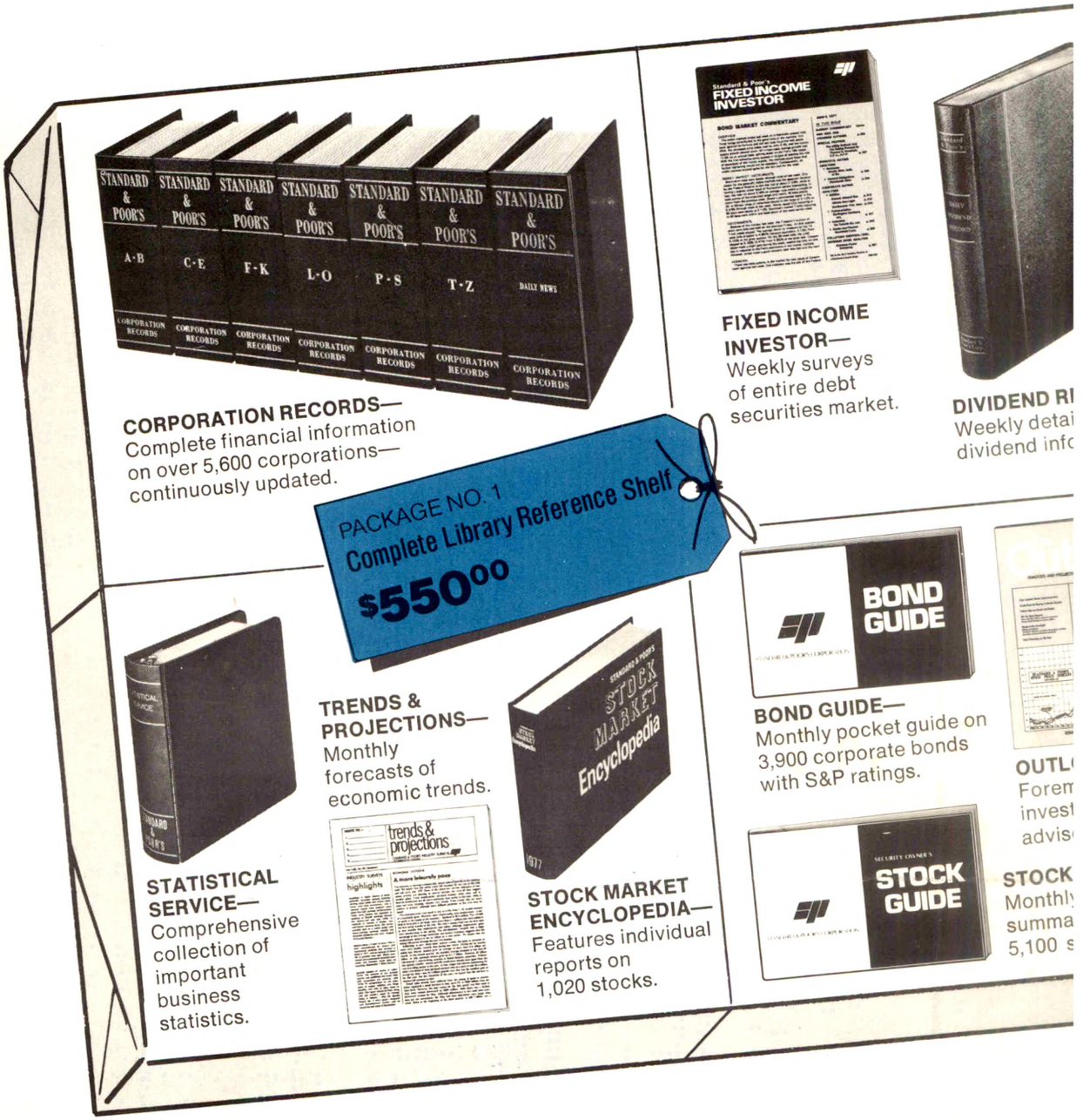

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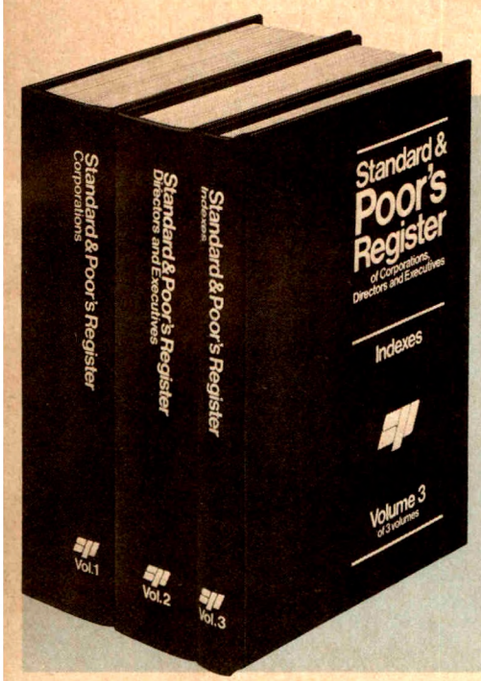

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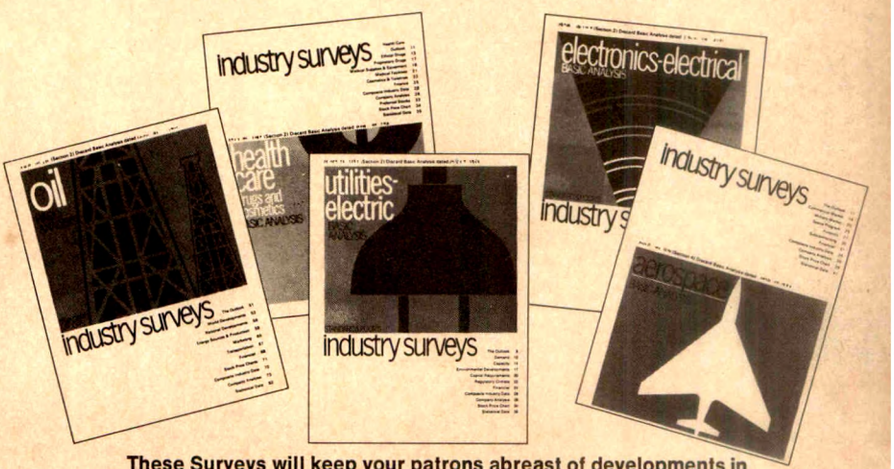

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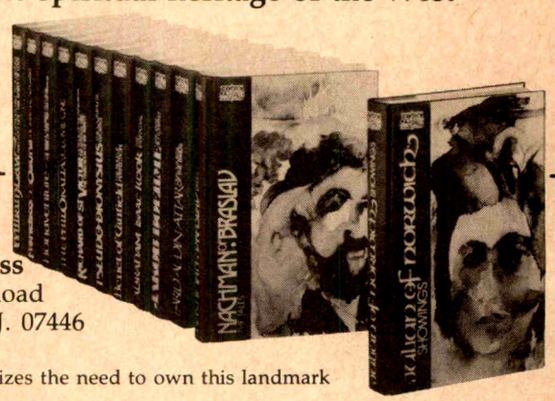

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American libraries

VOL. 9, NO. 2 FEBRUARY 1978

69 IN THE NEWS/ Librarians guide nine titles back into *Readers' Guide*, a black woman into the D.A.R., and NEH funds into library programs.

78 LIBRARY LIFE/ "Library at the Races," by Frederick A. Woodress.

80 EXCERPT/ "de library waz right down from de trolly tracks," from *for colored girls who have considered suicide/when the rainbow is enuf*, by Ntozake Shange. Illustration by Emmett McBain.

81 PERSONALITIES PLUS/ Profiles of contemporary black librarians.

The far reaches of outreach. *As assistant deputy director of Buffalo and Erie County (N.Y.) Public Library, William Miles (second from left) oversees such special services as library outreach for community centers. Here, at St. Augustine's Center, he visits with four preschoolers and their teacher—who also use one of the library's big mobile units—and with the St. Augustine's senior citizens president, just in from a walk in the ubiquitous Buffalo snow. A profile of Miles appears on page 82.*

86A TITLE PAGE/ By popular demand, *American Libraries* presents a full-sized title page for use in binding the 1977 volume and index.

86C 1977 INDEX/ Prepared by Nancy H. Knight. The 9-page index to the 1977 volume of *American Libraries* and title leaf may be removed without disrupting the consecutive pagination of this issue or detaching other pages from the binding. The index is a useful guide to such major issues in 1977 as copyright legislation.

90 SIDE TRIPPING/ Is it still raining on California librarians? Arlan Bushman reports.

92 THE SOURCE/ New aids for serving the Spanish-speaking; Media on Media; Update Libraryland; ALA News; and other features.

74 COMMENTARY
77 ACTION EXCHANGE
87 PUBLISHING WORLD
88 DATEBOOK
103 LATE JOBS
103 CLASSIFIEDS

Cover. With photographs of Gwendolyn S. Cruzat as a basis for his sketch, artist Emmett McBain has interpreted "the contemporary black librarian" in this commissioned cover. A prestigious Distinguished Service Award recently given Cruzat by the University of Michigan is only the latest in an outstanding career embracing several areas of librarianship (see p. 81). McBain, also black, is a versatile artist working out of Chicago.

PAGE ONE

"LIFE IMITATES ART IN FIGHT OVER LIBRARIANS' CENSORSHIP FILM" headlined a lengthy report on ALA's simmering dispute over The Speaker. The observation had been made before, but not on page one of the Los Angeles Times on Christmas Day, and later in the Washington Post and additional papers reprinting the story. Written by Larry Green, the article describes the film and both sides of the controversy, quoting Judith Krug, Clara Jones and others. "The controversy is so heated," said Green, "it threatens to split the 35,000-member ALA and erupt into a full-scale battle ... in January."

BLACK CHARACTERS APPEAR IN 14.4% OF ALL CHILDREN'S BOOKS published in the United States in 1973-75, according to a recent survey conducted by Harvard education professor Jeanne S. Chall. Ten years ago, a similar study by Nancy Larrick put that figure at 6.7%. Where Larrick found that only 14% of the books with black characters put them in a contemporary setting, 28% now do. But despite the doubling of the figures, Chall noted, it "still leaves 86% of all children's trade books in an 'all white world,' to borrow Larrick's phrase of 1965."

LIBRARY WAGE PARITY SUIT OVERCOMES LATEST OBSTACLE. Charging that because most of the city's librarians are women their pay scale is below the level of comparable city professionals, the San Diego Municipal Employees Association (SDMEA) is trying to force the city to rectify the situation and to compensate library workers victimized by the alleged discrimination. On January 16 a city court upheld the association's right to sue in this case; further hearings are set. The SDMEA's library parity issue, now supported by the California Library Association, has run into a number of roadblocks. Some 90 of the city's 96 librarians backed a complaint to the San Diego Equal Employment Investigative Offices after a study had claimed as much as $6,000 difference in annual pay for comparable work. The EEIO never responded. A complaint to the Federal Equal Employment Opportunity Commission is backlogged. Failing to tie the library issue to other discrimination suits pending, the SDMEA now finds its best hope in the separate suit against the city.

THE RIGHT CRUISE, THE WRONG ASSOCIATION. "Two special travel programs for members of the American Library Association," reads a Paquet French Cruises brochure advertising a Caribbean jaunt in March. It's a warming thought, but an announcement from ALA advises members, "These travel programs are not sponsored or endorsed by the American Library Association."

REPRESENTING A CROSS SECTION OF AMERICAN INDIANS, a 13-member planning committee recently set goals for a pre-White House conference dealing with library services on reservations. Chaired by Virginia H. Mathews, an Osage who directs Gaylord Professional Publications, the conference will meet in Denver next October. Its goals: to raise library awareness among Indian people, to develop a consensus on a long-range plan to improve library services on reservations, and to provide an organized Indian contribution to WHCLIS.

A "CASCADE" OF FINGER-"SALCKIN" GOOD RESEARCH is the aim of the new Bath University Programme of Catalogue Research in England. A Center for coordination of all such research in the U.K., it will also do original studies under its three-year grant. Results should benefit all libraries involved in mechanized cataloging. Its first projects: Content And Sources of CAtalogue Data for local usE (CASCADE), and Subject Access to Library Catalogues through Keyword INdexes (SALCKIN). Bath University Librarian John Lamble heads the Programme.

CONFERENCE REGISTRATION BOOKLET. All present ALA members should receive the advance registration booklet for the 1978 Annual Conference no later than April 21 by third-class mail. Those who do not should contact the Conference Arrangements Office at ALA Headquarters. New members who sign up by March 17 will also receive this registration/information booklet.

LIBRARIANS' GUILD AND LIBRARY COME TO TERMS. It was hailed as a "major achievement" by the chief of the San Francisco Public Library and head of the Librarians' Guild CSA Local 400 (SEIU) AFL-CIO. What was it? A "memorandum of understanding," signed in December, which irons out some rough areas in the relationship between the library administration and Librarians I, II, and III. The agreement establishes: guidelines for contents of and access to personnel files; procedures for work assignment transfers; a staff development program; and Guild participation in budget planning, among other items.

IN THE NEWS

Publisher Restores Nine Periodical Titles to *Readers' Guide* on RASD Committee's Advice

by Lois R. Pearson

Of all the hard-working ALA committees, perhaps none is more dedicated, conscientious, and well meaning than the Committee on Wilson Indexes of the Reference and Adult Services Division. Eight times a year, its ten members meet to present librarians' views on the content of eight periodical indexes published by The H. W. Wilson Co.

On Jan. 9, the committee met in a special unscheduled session in New York City and took an unprecedented action: it recommended that nine titles be restored to the newly revised list of magazines to be indexed by the *Readers' Guide to Periodical Literature*. Wilson accepted the recommendation: *Harper's Bazaar, Mademoiselle, Redbook, Saturday Evening Post, Science, Senior Scholastic* including *World Week, Seventeen, Sky and Telescope*, and *Vogue* are on the new list of 181 titles.

That list, the first major revision since 1967, had been in preparation for more than a year. In November 1976, the committee had sent a questionnaire to all 25,000 library subscribers to the *Guide* asking for suggestions on titles to be indexed and comments on its subject areas and indexing coverage.

Popular Emphasis

Since its beginnings back in 1901, the *Guide* has indexed some of the best as well as what some consider the worst magazines in the United States. The emphasis has been on popular, general magazines read by everyone from elementary school students through doctoral candidates.

The RASD committee and The H. W. Wilson Co. take great pains to direct their questionnaires to the librarians most qualified to tell them what the patrons are reading, committee chair James Matarazzo, assistant dean at Simmons College library school, told *AL*.

However, the questionnaires frequently go astray or are ignored. Only 30 percent of the *Guide*'s subscribers replied to the 1976 questionnaire. They suggested nearly 1,800 titles. The committee then faced the impossible task of making final recommendations to Wilson aimed at a balanced, representative, current list of manageable size, avoiding duplication.

Matarazzo pointed out some of the economic realities that also must be considered. Many libraries are required to limit their subscriptions to magazines that are indexed by the *Guide*. Librarians well know that their back files aren't used unless the journals are indexed; they feel committed to the status quo.

"Our intentions were honest," Matarazzo declared. "The list reflected the responses to the questionnaire."

The announcement of the new list was sent to *Guide* subscribers in November 1977. The total number of magazines rose from 156 to 173; 60 new titles are being indexed beginning January 1978; and 43 were dropped.

Concerned Statements

Immediately, the disappearance of 43 titles from the new list aroused comment. By early January, The H. W. Wilson Co. had received 154 statements of concern and the committee, 45. Most of the protests came from librarians.

Some of the flack, however, came from irate editors. *Redbook* editor Sey Chassler wrote *AL*, among others: "Like your magazine, *Redbook* has been dropped by the *Guide* in favor of such magazines as the defunct *WomenSports* and the bankrupt *Working Woman, Teen*, and *Road and Track*." The editors of *Seventeen* and *Senior Scholastic* were also concerned, Chassler told *AL*, and he himself was doing all he could to agitate.

Rushing in to fill the gap by indexing all 43 of the dropped magazines plus 12 others was the new *Monthly Cumulating Index*, published by the National Library Service, 729 Alexander Road, Box 3022, Princeton, NJ 08540. The first issue, January 1978, would be out early in February. More magazines would be indexed later.

In Chicago, John Frederick Nims, new editor of *Poetry* (*AL*, Jan., pp. 46-7), feared the new index wouldn't help his journal. It was already receiving cancelations from libraries that "are reluctant to subscribe to magazines not recognized by the *Readers' Guide* . . . and 80 percent of our subscribers are libraries."

Nims was preparing to appeal to 100 editors, librarians, professors, distinguished poets, and others. But the appeal would come too late; the ALA committee had already met and reached its decision.

"We didn't compromise," Matarazzo said. In reinstating the nine titles, the committee was responding to the librarians' concern.

"We didn't reinstate any of the library journals," Matarazzo continued. "It seemed untenable for them to be in a general index when no other professional literature was included. Besides, the library journals were all added to *Education Index*.

"And we didn't reinstate the *Harvard Business Review;* not that it isn't a fine magazine, but it isn't of general interest," he added. *Science* had been dropped as too sophisticated, but librarians insisted it was needed to support curriculums, so it was restored.

Matarazzo's committee had much less trouble with the revised list of journals to be indexed in *Education Index*, which was prepared at the same time as the *Guide* list. As with Wilson's other specialized indexes, the committee followed up its original questionnaire with a Periodicals Title Voting List. The *Education Index*, announced in September 1977, added 125 periodicals and dropped nine, making the total 327. There was very little response.

Humanities Endowment Hires Specialist for Library Liaison

Eager to increase its grant support of innovative library programs in the humanities, the National Endowment for the Humanities recently appointed Nancy Doyle Bolt to its Public Programs Division.

Bolt had been headquarters librarian and coordinator of the Adult and Continuing Education Project at the Forsyth

Nancy Doyle Bolt

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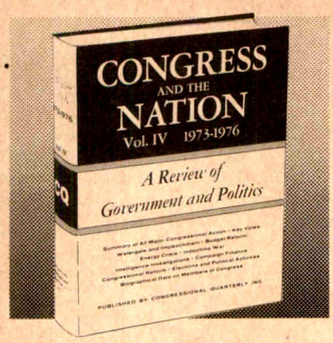

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County Public Library in Winston Salem, N.C. An active member of ALA, she edits the Public Library Association *Newsletter* and serves on the Reference and Adult Services Division board of directors.

At the Endowment, Bolt is working with public librarians to develop grant ideas and applications and strengthen cooperative relationships among libraries and other cultural institutions. She encourages librarians to write her at NEH, Division of Public Programs, 806 15th St., N.W., Mail Stop 401, Washington, DC 20506 or call (202) 724-0398.

DPL Librarian Points Way For First Black To Join D.A.R.

Late in 1977 the news flashed across the nation: Karen Farmer, a 26-year-old Detroit housewife, had become the first known black to be accepted as a member of the Daughters of the American Revolution, the organization that once barred singer Marian Anderson from performing in Constitution Hall.

In a front-page story, *The New York Times* reported that Farmer originally decided to trace her ancestry "to do something with my head" after her son was born in August 1976. Her genealogical detective work led to an ancestor, William Hood, an Irish native who served as a private in the Patriot Army.

"What really makes me proud is the fact that my stuff stood up under intense scrutiny" of the D.A.R. genealogists, she told the *Times*. "My research was flawless." Sponsored by the Ezra Parker Chapter of Royal Oak, Mich., she became the 623,128th member of the D.A.R. in October.

The sixteenth paragraph of the *Times* story stated: "It was a librarian, after Mrs. Farmer pinned down her Revolutionary ancestry, who suggested she try to join the D.A.R."

Farmer identified that librarian for *AL*: "It was Margaret Ward, at the Detroit Public Library. She's fantastic. She really got me started—and I'm still at it. I've even asked her about qualifying as a professional genealogist."

When Farmer first walked into DPL's Burton Historical Collection to begin her search, she met reference librarian Ward. "Mrs. Farmer was well-trained to begin with," Ward recalled. "She just needed direction."

Ward happened to be just the person to give the direction. A native of Detroit's black community, she had studied archival methods at Wayne State and was working to build up Burton's local black history files. Former school librarian Ward has filled a variety of posts at DPL over the last ten years. Currently she is assistant head of the Film Department and serves on ALA's Constitution and Bylaws Committee.

Ward denied responsibility for suggesting the D.A.R. to Farmer. "I just told her she had the proper credentials," explained Ward. "The desire was hers."

Ward and Farmer proved that genealogical searchers can document their roots without leaving town, provided they have an adequate history collection and lots of pennies for postage. And help from the right librarians, Mrs. Farmer would add: Retired librarian Eleanor Andrews of the Erie County (Penna.) Historical Society sent her vital information from local records. *—L.R.P.*

Videotapes, Player, Leave the Library—but on Loan

Borrowing a ¾-inch videotape player and cassettes for at-home use is now possible at the Anoka County (Minn.) Library, which claims to be the first in the country to provide such service.

The library recently purchased the player and tapes with a $14,500 grant from the Minnesota Office of Public Libraries and Inter-library Cooperation (OPLIC). The circulating cassette collection features 20 tapes on subjects such as health, nature, and consumer affairs. The library plans to increase the size of the collection, according to Mark Scott, media specialist.

William Asp, OPLIC director, says lending video equipment is a "good opportunity to experiment with something that, to our knowledge, hasn't been tried anywhere in the U.S. in a public library." He says circulating video materials will provide library patrons with "practical, 'how-to' information."

The library has not purchased duplication rights to the tapes and is warning borrowers against copyright infringement.

Salaries to Buy Less for Academic Librarians

Like many financial forecasts for 1978, the *Association of Research Libraries Annual Salary Survey 1976–77* predicts harder times are on the way. A year ago, salary figures indicated that ARL librarians would gain a 3.8% increase in purchasing power during 1976–77, but the actual increase was only 1.2%. What's worse, 1977–78 projections indicate the purchasing power will decline by 2.3%,

a low matched only by conditions in 1974–75.

In 1976–77 the University of British Columbia again ranked highest of the ARL group in median salary ($20,841). Howard University topped B.C. and all others in beginning professional salaries ($14,097). The lowest ranking institution in median is Tulane ($11,349) and in beginning salary, Missouri ($8,500).

For the first time this year ARL expanded its survey to include information on salaries by position, sex, minority group membership, geographical location, size, and type of institution. The 35-page *Survey* may be ordered from ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036, at $5 prepaid.

With $5 Million Grant, Washington Recognizes Research Libraries

Among the appropriations approved by Congress just before it adjourned in December was a vital $5 million to initiate the new Title II-C of the Higher Education Act in FY 1978. Legislative-minded librarians noted with satisfaction that the House committee had originally tagged the research libraries appropriation at $3 million.

To Association of Research Libraries Executive Director John Lorenz, however, the important thing about the Title II-C appropriation is that it established major research libraries as national resources. For the first time Washington recognized that federal assistance to strengthen research library resources and services is truly in the national interest.

"Title II-C is right in line with a specific recommendation of the National Commission on Library and Information Services," Lorenz told *AL*. "It speaks to the development of a national library system of research libraries to undergird the bibliographic structure of the United States."

Interloan possibilities

Lorenz, who has been working toward the legislation with enthusiasm, said that research libraries have been planning for some time how they can use the grants to strengthen their collections and make them more accessible. As an example, he mentioned possible interloan programs.

The Office of Education of the Department of Health, Education, and Welfare announced the final regulations for Title II-C of PL 94-482 in the *Federal Register* of Dec. 28, 1977, pp 64836-43. Grants can be provided to no more than 150 major research libraries, within the definition of "a public or private nonprofit institution, including the library; resources of an institution of higher education; an independent research library; or a state or other public library, having library collections which are available to qualified users and which 1) make a significant contribution to higher education and research; 2) are broadly based and are recognized as having national or international significance for scholarly research; 3) are of a unique nature, and contain material not widely available; and 4) are in substantial demand by researchers and scholars not connected with that institution."

The Office of Libraries and Learning Resources will distribute copies of HEA II-C regulations and application forms early in February.

For further information, contact: Paul Janaske, Acting Director, Division of Library Programs, Office of Libraries and Learning Resources, Office of Education, ROB #3, 400 Maryland Avenue, S. W., Washington, DC 20202; or phone (202) 245-9687.

Key Figure in Bibliographic Control Dies of Cancer

Lawrence G. Livingston, 59, consultant to the Council on Library Resources, Inc., died of cancer Dec. 26 in Lafayette, La. He was known for his bibliographic standards work and his help in developing a national library and information service network.

A technical consultant for private and government agencies, Livingston also monitored and coordinated the Council's automation programs. He visited Moscow in 1974 and 1977 as a member of the U.S.-U.S.S.R. Research Group on Development and Testing of a Common Communication Format for Bibliographic Data Exchange.

With American National Standards Institute Committee members, Livingston helped develop and promote the International Standard Serial Number (ISSN), which identifies magazines, journals, and other serials. He strove to create a national library and information service network as chair of the Committee for the Coordination of National Bibliographic Control and member of the Library of Congress Network Advisory Committee.

A retired U.S. Army colonel, Livingston headed the Army's Automated Data Processing Systems, Plans and Requirements Division, Defense Intelligence Agency. He served in the Far East and Europe and was qualified to translate Russian and French.

Surviving Livingston are his wife Josephine and three sons. □

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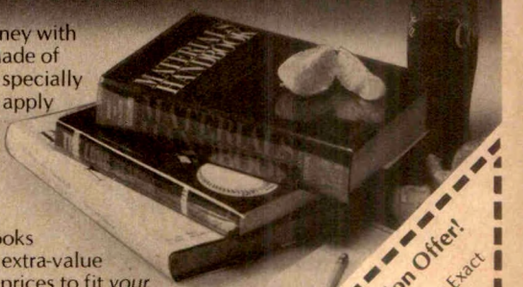

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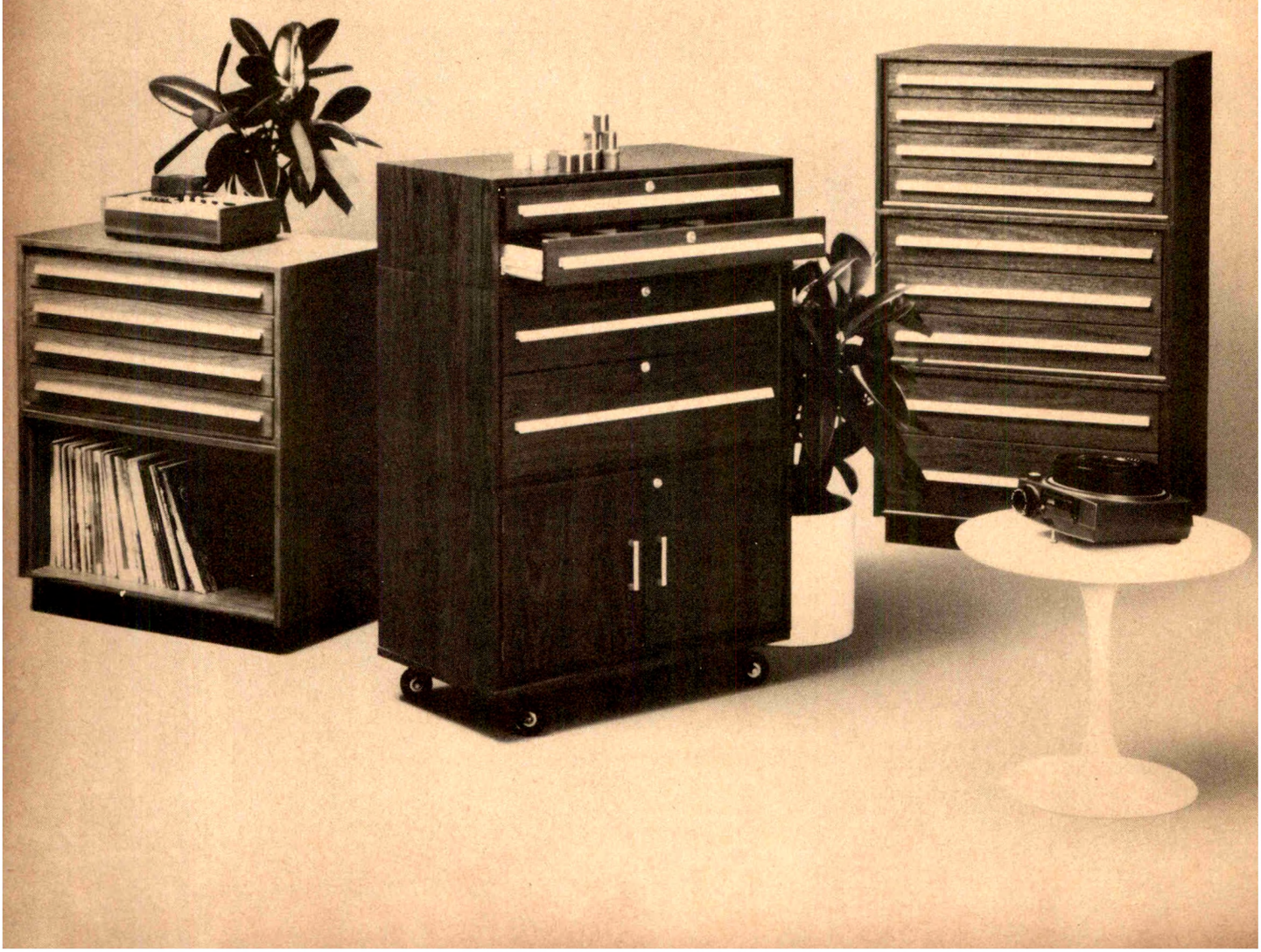

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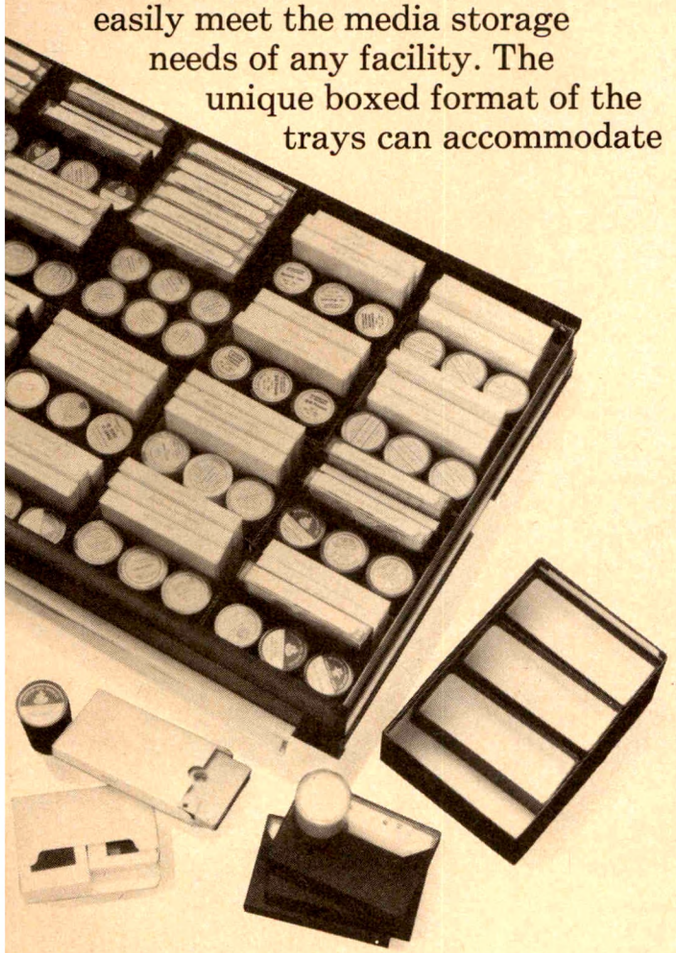

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COMMENTARY

Paraprofessional OR Librarian

An ad for *Acquisition paraprofessional librarian* appears in *AL*, Dec., p. 638. I suggest that the words paraprofessional and librarian are mutually exclusive terms, and if a library director does not understand that, who else will? Perhaps a paraprofessional can do all the duties described in the 15 lines of the ad, but how well at the salary of $7,000–$9,000, for a 50-week year?

What do the professional librarians do at City-College Library at Brownsville, Texas, if paraprofessionals conduct classes, supervise professional staff, and do book selection?

Would an AMA journal accept an ad for a nurse to do surgery?

SYLVIA LAMONT, Head Librarian,
Los Angeles Harbor College,
Wilmington, California

Ed. note: The volume of classified editorial and production work makes it impossible to analyze duties in relation to job titles. We have, however, added to our printed guidelines: "Job titles should reflect responsibilities as defined in ALA personnel guidelines."

A Job for Nixon

"A Mission Statement for Public Libraries —Guidelines for Public Library Service Part 1" (*AL*, Dec., pp. 615–20) is indeed intriguing. I have read it several times and have not formed an opinion pro or con on most of the proposals.

I should like, however, to congratulate the committee on its hard work. We have been without a revision of the standards since 1966, and I see no reason to criticize the issuance of an interim report, with a promise of another five- or six-year delay before the final draft. After all, when no bread is available, I suppose cake will do, German chocolate being my favorite.

The proposal that, in my opinion, could be implemented immediately is the recommendation to erase no-longer-needed data. What is needed is a national chairperson to oversee this project. My candidate for this purpose is Richard Milhaus Nixon or some other distinguished expert in this field.

EUGENE G. MCLANE, Director, Mid-Wisconsin Federated Library System,
Fond du Lac, Wisconsin

Cut Those Fees

At a time when the American Library Association is attempting to involve more librarians in the work of the association, and when even some sincere but unhappy professionals are challenging it by setting up a new national organization, not only are annual dues being increased, but also registration fees for conferences.

As a Life member of ALA I have supported it for more than 40 years, served on committees, and attended a majority of the annual and midwinter conferences. I have not been subsidized by my institution or anyone else in paying several hundred dollars annually to support my profession. It is only because I was foresighted enough to become a Life member that I can continue to attend and participate in the conferences which I enjoy.

What about the younger members, and the middle-career librarians, who have many other financial responsibilities in addition to their dues and registration fees? Is it any wonder that so many are disillusioned, and have either withdrawn from ALA or never joined in the first place?

What are the possible alternatives? 1) Make *low* registration fees one of the attractions of membership; 2) Reduce the number of association-wide projects and activities; 3) Cut out the frills; 4) Eliminate pre- and post-conferences unless they are totally self-supporting; 5) Open exhibits to all at a reasonable daily fee (and I do *not* mean $30 and $45!) or weekly fee that is not ridiculous!

Of course, individuals more knowledgeable and perceptive than I have been working on this problem for a number of years. Yet the problem gets worse rather than better. I would personally rather have 50,000 members in ALA because they can *afford* to join, than half that number who represent only the "elite" whose expenses are paid by their institutions.

H. VAIL DEALE, Director of Libraries,
Beloit College, Beloit, Wisconsin

Boycott Boomerang

The ALA resolution which precludes the selection of conference sites in states which have not ratified the Equal Rights Amendment may prove self-defeating. It may harden positions of state legislators opposed to the ERA in states where the amendment has not been passed. Also, it may well influence Congressmen from states under boycott to oppose extension of ratification time.

After learning of the resolution and its resultant effect of eliminating New Orleans as a prospective ALA conference site, a Louisiana Congressman wrote: "I was not a member of Congress when the Equal Rights Amendment was passed and I have not taken a position for or against its adoption. I respect the rights of state legislatures to make their own decisions. But I may be called upon to cast a vote on the question of whether the period for ratifying the Equal Rights Amendment should be extended. I want your members, and others who favor adoption of the Equal Rights Amendment, to know that the boycott tactic makes me less, rather than more, sympathetic to their cause."

Librarians in states where there has been no passage of ERA are bearing the penalty for political decisions over which they have no control.

CLARENCE BEASLEY, JR., Director,
Saint John the Baptist Parish Library,
Laplace, Louisiana

Fumigate The Area

Yale University's proposed freezing procedure to kill insects in the Beineke Library collection must be viewed with some caution (*AL*, Jan., p. 26). The Library of Congress has reservations about the effectiveness of such treatment in killing all forms of insect life, especially eggs. Many factors affect the degree of "kill," including the vitality of the insects at the time of freezing, the species involved, and whether quick freezing or slow freezing was employed.

When only small portions of the collection are treated at a time, and the collection area is not treated, the more serious danger is that of reinfestation by the insects remaining in the untreated material. Ideally, all materials in the collections area should be treated at once and the storage area treated in its entirety while the collection is out of the building. Such total treatment is the only way in which the librarian can be assured of a completely satisfactory "kill."

The preferred treatment, in the opinion of many experts, is ethylene oxide mixed with either carbon dioxide or freon. Where there is any possibility of reinfestation, whole building fumigation is necessary. For this purpose professional fumigators must be employed and the problem discussed with them. Modern insecticides are available which leave no toxic residues and pose no problem to personnel after the building is reopened.

FRAZER G. POOLE, Assistant Director
for Preservation, Library of Congress,
Washington, D.C.

Standards for Service to Prisoners

I was pleased to see that Richard E. Moore, Oregon Library Association, drew attention to the OLO *Guidelines for Jail Library Service* (*AL*, Oct., p. 479). Many people across the country could benefit.

Within ALA, the Health and Rehabilitative Library Services Division is currently in the process of reviewing and approving similar standards. A copy of the second draft of "Library Standards for Jails and Detention Facilities" can be obtained from my office. Comment and criticism of these standards would be most welcome prior to final adoption.

I would also be happy to send copies of the HRLSD publication, "Jails Need Libraries, Too." This pamphlet addresses the pros and cons of jail library services as well as discussing different delivery systems and important court decisions.

For those interested in working on projects to promote service to jails and prisons, the HRLSD Library Service to Prisoners Section would welcome your membership and active participation.

ED SEIDENBERG, Library Service to
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(Continued on p. 76)

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Optimistic on IFLA

May I publicly congratulate and thank Dick Dougherty for his statement on the importance of international library activities, working through IFLA (*AL*, Dec., p. 614). I found it refreshing to read from this side so statesmanlike, balanced, and affirmative an analysis. Too frequently our comments seem to me to be rather bilious and perhaps deserving of the "reasonable rebuke" of ethnocentricity that Margreet Wijnstroom suggested to Rayward.

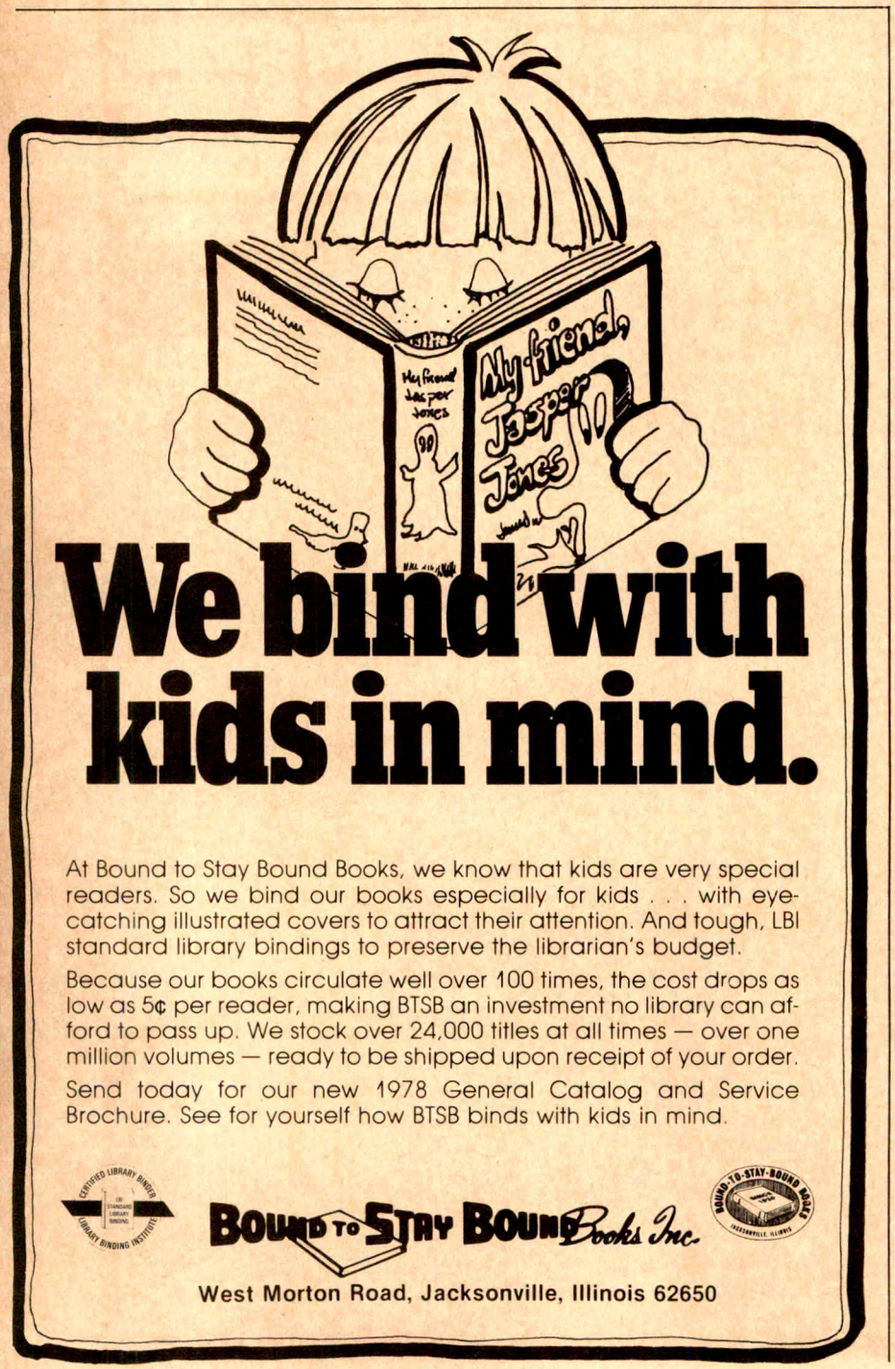
Do we assume that all foreign observers are charmed by the American style of library conferences and organizational structure? Cultural differences with regard to such matters are deep-seated and important, as Dougherty suggests. Just one small case in point: when we were struggling with IFLA's new constitution I was startled to learn that the Danes simply could not understand the "curious" Swedish attitude. Molding and operating an international organization that is reasonably acceptable to a multiplicity of cultural differences is a sensitive, tough, and slow business.

I trust that Dougherty's tone implies he will continue to involve himself in IFLA affairs despite the election results. It needs observing that his official proponents need not have been naive; they were well forewarned of the forces at play, forces that were not by any means anti-American and that did not require horse-trading. A great many responsible observers from other countries were equally disappointed that the Executive Board of IFLA will not now have an elected American member.

I have tried to suggest for some time, and I think with fair success overall in the Brussels elections, that international and American librarianship will benefit greatly from increased American participation in the working affairs of IFLA. If we wish to have a voice in the shaping of its significant programs, and if we expect to convince others that the American style of meetings is preferable, many of us need to involve ourselves directly.

As for myself, I share Wijnstroom's general feeling of optimism. I take heart, despite a number of annoying operational problems, because of the clear importance and probable success of the UBC and UAP programs. I am inclined to wager that the post-Brussels conference in Paris on national bibliographies may be as significant as the 1961 Paris conference on cataloging principles; both were instituted by IFLA. And finally, I take heart from the increasingly powerful support offered by such significant bodies as the Council on Library Resources, the British Library, the new administration in the Library of Congress, and a number of other national libraries around the world. I hope we will continue to have the support and involvement of Dougherty and many other thoughtful American librarians.

ROBERT VOSPER, Graduate School of Library Science, University of California at Los Angeles



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Both in and out of context Roberts's "The deaf, dumb and blind—they couldn't care less" is a careless, insensitive and discriminatory remark.

Up(set) your own stasis and find another way to describe those you disparage.

M. G. BEELER, Miami, Florida

"Keep Prodding"

I found Don Roberts' comments in "Media Censorship and 'Printist' Librarians" (*AL*, Nov., 542–45) very much to the point. Although I'm sure he offends by stating his beliefs so boldly, I feel that his assertions are correct; many of us don't "believe" in nonprint; we don't feel media are an integral part of our services and that somehow they are second rate.

Education for librarians in the role that media can play in their work is mandatory, beginning with library schools, but a big effort is needed to reach those of us already in the field who can deal with all kinds of media in our personal lives, but can't seem to bring it all together professionally.

Hopefully, people like Roberts and your own Boyle can keep prodding us along!

PATRICIA HOLLOWAY, Director, Waterford Public Library, Waterford, Connecticut

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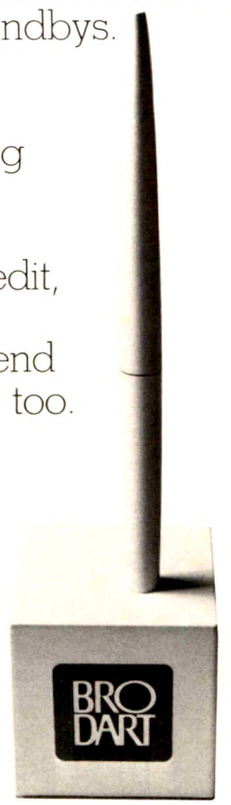

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ACTION EXCHANGE

Q. Where can we send great quantities of catalog cards for recycling? Kitty Morgan, Loma Linda University, Riverside, California. (*AL*, Sept., p. 420).

A. Why not recycle your cards as bookmark handouts? Overprint with a catchy phrase, library hours, or other pertinent information? Marian Edsall, Director, Coordinated Library Information Program, Inc., Madison, Wisconsin.

A. We would like many thousands of Kitty Morgan's extra catalog cards for use as scratch cards. We will be more than happy to pay the postage. Ronnie Lee Budge, Headquarters Librarian, Jackson County (Ore.) Library.

A. We're using the reverse side of surplus LC cards for an indexing project and can use several thousands. We'd like to relieve Kitty Morgan of her excess stock. Edythe Wolf, Librarian, Jewish Federation Library, Omaha, Nebraska.

OVER TO YOU

Q. Kitty Morgan's question regarding catalog card recycling (see Q. & A.s above) prompts another: What does one do with annuals such as BIP, PTLA, and SGBIP? In this age it is absurd to throw trees away, yet the recycling centers of Berkeley and Oakland only take newsprint. Fraiser McConnell, Assistant Librarian, California College of Arts and Crafts, Oakland, California.

Q. I've found that our small Super 8 film collection and one Super 8 sound projector are more trouble than they are worth. How do other public libraries handle maintenance and other film problems? Do they plan to expand or eliminate their 8mm film collections? Wayne Johnston, Audiovisual Librarian, Selby Public Library of Sarasota County, Florida.

Q. A family of ravenous readers planning a yearlong van/camping trip across the country asked me how they could keep reading without investing a fortune. I suggested they take a huge paperback collection and find exchanges in libraries and stores, check rental collections in public libraries and stores, and get a temporary card at local libraries where they spend a month or so. Any other ideas? Cindy Infantino, Reference Librarian, Warren-Newport Public Library, Gurnee, Illinois.

Q. I have been unable to find any statistics on the number of public libraries that permit smoking in public areas. Does your library permit it in the reference room? Do you provide a special smoking room? Do you prohibit smoking entirely? Is there a trend to do so in any cities or sections of the country? *Carl von der Lanken, Panama City, Florida.*

Q. In preparing for the 1978 meet-and-confer circus with the city, I need to compile case histories of civil service and like situations in which fringe benefits—medical insurance, dental coverage, sick leave, vacations, etc.—have been extended to part-time employees. I know that this has been done and that it is being talked about broadly, but I need to document specific cases. *Michael J. Reagan, Librarian, Grandview Branch, City of Glendale Library Division, California.*

A. At the American Library Association, new Personnel Director Liz Weber reports, all permanent part-time employees earn vacation and sick leave pro-rated to the 35-hour week. Permanent employees who work at least 30 hours a week are eligible for insurance as well.

At the Chicago Public Library, the only part-time positions are those held by students, who receive no fringe benefits.

What does your library do?

Q. We are currently planning for a new bookmobile and would welcome comments and advice on diesel-powered engines. What are the advantages and disadvantages? What is your repair record, type of terrain, and annual mileage? *Mary Passage, Director of Extension Services, Northern Tier Library System, Corning, New York.*

A. A midwestern librarian who once owned a trucking company with her husband reports that diesel engines are superior to gasoline engines in fuel economy, repair incidence, and longevity. In her experience with a fleet of trucks running up to 100,000 miles a year, the primary maintenance required was a regular change of oil and filters.

Let's hear from some bookmobile operators.

Q. What is the statistical norm for the number of physical volumes per bibliographic volume and vice versa? *Edmund G. Hamann, Suffolk University College Library, Boston (AL, Oct. 1977, p. 476 and Jan., p. 29).*

A. E. G. Hamann was asking for, I believe, title-volume ratios. If I understand his request correctly, he might find the answer in "Quantitative Criteria for Adequacy of Academic Library Collections," by Verner W. Clapp and Robert T. Jordan, *College & Research Libraries*, 26, September 1965, pp. 371-380. The title-volume ratio employed for books shown in the chart on p. 374 is 1:1.2 which falls between the 1:1.37 found in the National Union Catalog and the 1:1.15 in Harvard's Lamont Library catalog. The ratio used for periodicals is set at 1.15. *John McCallum, Reference/Collection Development Librarian, Wilfrid Laurier University Library, Waterloo, Ontario.*

ACTION EXCHANGE welcomes all questions and answers on library matters. Please type all communications and include your name, address, position, and phone number. If you prefer, we'll print only your initials. Write to Lois Pearson, ACTION EXCHANGE, American Libraries, 50 E. Huron St., Chicago, IL 60611.

A Library at the Races

by Frederick A. Woodress

Just down the road from Calumet Farm, breeding place of the legendary 1948 Triple Crown winner Citation, and across Versailles Road from the Blue Grass Airfield is one of the very few year-round race track libraries in the United States.

Located at the Keeneland Race Track in Lexington, Ky., the library serves a varied clientele—from writers and researchers to tourists visiting thoroughbred country, from the wealthiest horse owners and breeders to struggling young hot walkers (they exercise the horses). Recently, a TV researcher called to check some facts about one of the Triple Crown telecasts. New York turf writers are constantly calling or writing for verification of facts.

Established in 1941, the library's collection now includes American, English, and French stud books; periodical files dating back to the 1800s; a negative file; a clipping file; biographies of horses and horse-world luminaries; and even horse fiction, poetry, and plays.

Keeneland Library is run by Amelia Buckley and her assistant, Doris Waren. Buckley, who became the first full-time librarian in 1958, had her master's thesis *(A Guide to the Keeneland Library)* published the same year by The University of Kentucky Press. Earlier in her career, she and a friend owned a private press, publishing limited editions of historical monographs about Kentucky. Recently she helped prepare the "Library Facilities" section of the *Racing Commissioner's Manual*, published by the National Association of State Racing Commissioners.

Keeneland is a nonprofit corporation, a breeder's track. Community relations —annual gifts to charities, education, and research, plus operation of the library—are considered as important as the racing and horse sales divisions. General Manager Ted Bassett believes in the good public relations generated by the library in serving the community and the thoroughbred racing industry.

Author Betty Borries is one researcher who knows the value of the library. Its collection provided the unique materials she needed for a book on black jockeys.

Mrs. Borries's research focused on one of the greatest jockeys of them all, Isaac Murphy. Riding in the latter part of the 19th century, a time when many black jockeys rode and excelled in horse racing, Murphy won three Kentucky Derbies (two of them back to back), had the highest percentage of wins (44 percent or 628 out of 1412 starts), and

Frederick A. Woodress, a writer from Kentucky, is the author of *Public Relations for Community/Junior Colleges*, published by Interstate.

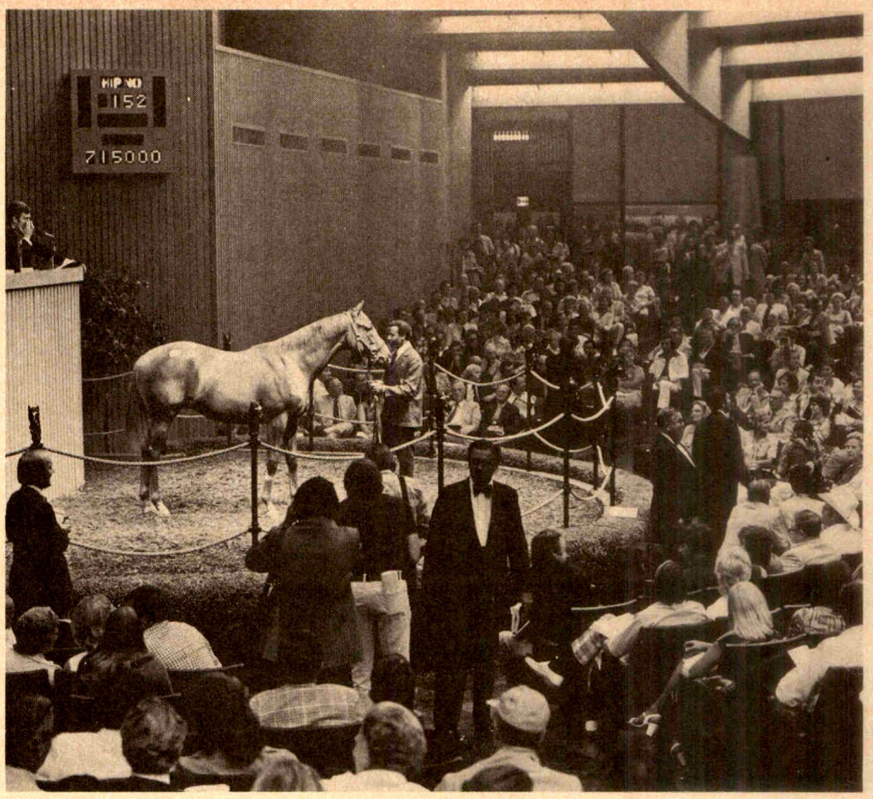
Librarians Amelia Buckley (left) and Doris Waren examine one of the library's volumes. Horses exercise (below) in the paddock before a race at the Keeneland track.

was known as the coolest jockey on the tracks in his time.

Every day is different at this special library. Sometimes the staff helps movie company researchers check facts for motion picture projects; they usually don't get involved in the act. But when Pan American Films was shooting *The Thoroughbreds* in Lexington, the director borrowed library assistant Waren to be an extra in the feature film. Buckley stayed on the job to keep the library open for visitors, telex requests, and long distance calls.

Keeneland is probably one of the few libraries located across the road from a municipal airport. To stretch a term, it could be called a fly-in library, since some of the people who fly their planes in for the horse sales and racing do use the research facility.

The library is not only a comfortable, quiet atmosphere for reading and study, but also a place where librarians and patrons can view magnificent horses, green manicured pastures, and fields with miles of white fences. An extra fringe benefit during the two racing seasons is that patrons can do research, go out for a drink or meal, place a bet, watch the race, and then return to work. Not bad. □



A top sale price is tallied at one of Keeneland's thoroughbred auctions.

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Ntozake Shange

de library waz right down from de trolly tracks

The following excerpt is from the smash Broadway hit (now touring the country), "for colored girls who have considered suicide/when the rainbow is enuf," by poet Ntozake Shange. The speaker is one of seven young black women who deliver brilliant monologues of life, love, and death—and, in this episode, of a turning point in a place we know so well.

The lady in brown enters from up stage right.

LADY IN BROWN:

de library waz right down from de trolly tracks
cross from de laundry-mat
thru de big shinin floors & granite pillars
ol st. louis is famous for
i found toussaint
but not til after months uv
cajun katie / pippi longstockin
christopher robin / eddie heyward & a pooh bear
in the children's room
only pioneer girls & magic rabbits
& big city white boys

i knew i waznt sposedta
but i ran inta the ADULT READING ROOM
& came across

TOUSSAINT

my first blk man
(i never counted george washington carver
cuz i didnt like peanuts)
still
TOUSSAINT waz a blk man a negro like my mama say
who refused to be a slave
& he spoke french
& didn't low no white man to tell him nothin
not napolean
not maximillien
not robespierre

TOUSSAINT L'OUVERTURE
waz the beginnin uv reality for me
in the summer contest for
who colored child can read
15 books in three weeks
i won & raved abt TOUSSAINT L'OUVERTURE
at the afternoon ceremony
was disqualified
cuz Toussaint
belonged in the ADULT READING ROOM
& i cried
& carried dead Toussaint home in the book
he waz dead & livin to me
cuz TOUSSAINT & them
they held the citadel gainst the french
wid the spirits of ol dead africans from outta the ground
TOUSSAINT led they army of zombies
walkin cannon ball shootin spirits to free Haiti
& they waznt slaves no more

TOUSSAINT L'OUVERTURE
became my secret lover at the age of 8
i entertained him in my bedroom
widda flashlight under my covers
way inta the night / we discussed strategies
how to remove white girls from my hopscotch games
& etc.
TOUSSAINT
waz layin in bed wit me next to raggedy ann
the night i decided to run away from my
integrated home
integrated street
integrated school
1955 waz not a good year for lil blk girls

Toussaint said 'lets go to haiti'
i said 'awright'

This section of "Toussaint" is reprinted with the permission of Macmillan Publishing Co., Inc. from *for colored girls who have considered suicide/when the rainbow is enuf* by Ntozake Shange. Copyright © 1975, 1976, 1977 by Ntozake Shange.

Contemporary Black Librarians

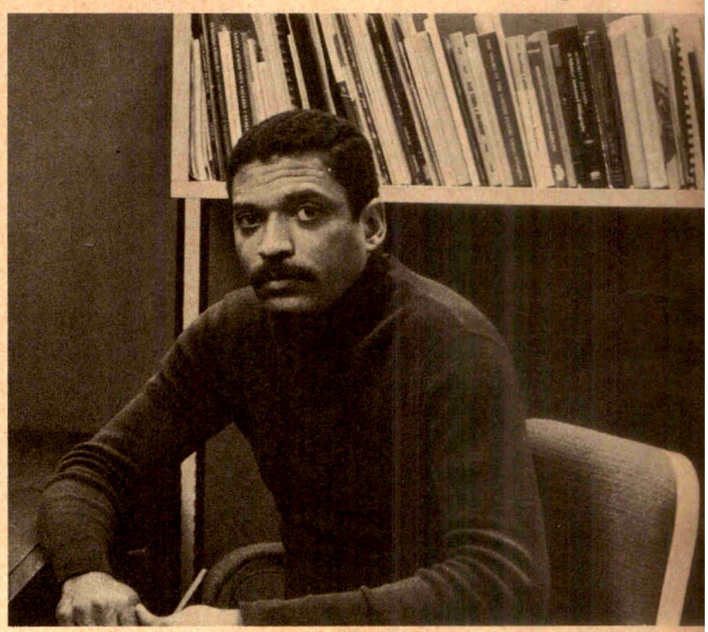
It wasn't so long ago that capable black people found the doors blocked to many library schools, academic libraries, high administrative library posts, and certain library associations. Some positive changes have come along, but at an uneven pace. Today, only some 6½ percent of the professional library work force is black. Even within this small group, however, one quickly finds outstanding practitioners in every branch of contemporary library services. From the many black librarians making their mark, American Libraries here profiles just a small sampling, people known to the editors or recommended by librarians in the field. With role models such as these, one can hope for talented young black people to be attracted to every area of the profession in increasingly greater proportions.

Gwendolyn S. Cruzat:
Doubly "Distinguished"

Recently, Gwen Cruzat received one of the highest honors bestowed upon faculty by the University of Michigan—the first "Distinguished Service Award" ever to come to the UM library school. Recognizing her exciting work as associate professor, the honor is much valued by Cruzat; yet, her work in the field has been distinguished ever since she earned her library degree at Atlanta in 1954. After reference and hospital library experience, she joined the School of Medicine Library at Wayne State and in addition began a series of consultant projects, publications, and association activities whose very titles fill pages of her amazing resume. At Wayne State she also earned a Ph.D. in higher education, but her expertise is much broader, ranging from medical bibliography to collective bargaining (she chairs an ALA committee on the latter). Evident in all her varied activities is her concern that, for black people, "the high ideals which gave birth to this nation be followed." She told *AL*, "Those who express their opinions about reverse discrimination and preferential treatment hardly could do better than spend some time during Black History Month learning about those thousands of black youths who are achieving at the highest level of excellence, with never a thought of asking anything but that fairness be practiced. . . ." □

Marcia Litzenberg

James C. Partridge, Jr.:
An Education and Challenge



D. Simpkins

Jim Partridge, Jr., earned his bachelor's degree from Morehouse College and his library master's at Atlanta University, in his native city. Now he holds a responsible library post, his "most challenging" ever, and his education is beginning all over again. Administrator of federal funds for development of Maryland's institutional libraries, he has learned that "in spite of advancements made in other areas, the institutionalized and physically handicapped have not emerged as viable users of quality library service." To support his own developing knowledge in this area, he has taken courses at Coppin State College and the Universities of Wisconsin and Maryland. Now he feels the need to educate "legislators, institutional administrators, public library administrators, and the general public . . . if we are to have an informed citizenry inside as well as outside the institution walls."

As specialist in institutional library services, Division of Library Development and Services, Maryland State Department of Education, Partridge also advises the state's health and correctional departments as well as public libraries serving local institutions. He shares his experience with library colleagues through committee work in ALA and the Maryland Library Association. □

Pamela Cash:

A Finger on the Pulse of the Action

Ozier Mohammad

Of the black newsweekly *Jet*, Bill Katz has said: "The sensational titles and photos are backed up by hard, solid reporting . . . some of the best reporting in the country, certainly up to the level of . . . *Time* and *Newsweek*."

Backing up the solid reporting of *Jet* and its sister publications *Ebony*, *Black Stars*, and *Ebony, Jr.*, is Pamela Cash, 29, librarian and Research Department head of Chicago's Johnson Publishing Co. since 1973.

Cash's library is a pivotal point in the operations of the company founded 34 years ago "to feature black progress and achievement in a positive, informative, and entertaining manner."

To supplement its 8,000 volumes by and about blacks, the library has compiled a vital clipping file of materials on black subjects and personalities. Cash, Assistant Librarian Pat Lucas, and two nonprofessionals update the file by clipping some 150 newspapers and magazines and an Associated Press newswire.

Cash also does research and answers reference questions for Johnson Co. editors and writers, indexes the company publications, catalogs, and selects new acquisitions. Cash and Lucas take part in the story conferences of all four magazines. And she writes a column in *Jet*, "This Week in Black History."

Texas-born Cash began preparing to be a very special special librarian back in 11th grade. During her last two years at high school she worked as a volunteer page at Fort Worth Public Libraries.

At the University of Oklahoma, she majored in sociology and minored in library science. She also worked in the library's Reserve Room for three years where, she says, she learned the Dewey Decimal System once and for all.

"My grand first experience with Afro-Americana came at the University of Illinois library school," Cash told *AL*. "I worked as graduate assistant to Alex Boyd, the Afro-American bibliographer. He stressed the need to collect primary source materials rather than all the bright-jacketed books of the '60s.

"At the 1971 summer Institute of Black Studies Librarianship at Fisk University, I saw added dimension to being a black librarian. It came from caring for and about the treasures left by such greats as W.E.B. DuBois and James Weldon Johnson.

"This same dimension, along with the challenge of maintaining our current awareness files and communications network, is what makes my work here at Johnson so fascinating." □

Tafawa

William A. Miles:

Fight for "Frills"

A strong believer in media as the key in reaching the unreached, Bill Miles and his staff use video, film, slides, prints, puppets, paint, or whatever is needed, as well as print materials, to bring information to the urban and rural communities of Erie County in New York.

In his post as assistant deputy director of Buffalo and Erie County Public Library, he is in charge of the Department of Special Services, which includes the Mobile Library Service, Urban Services, and Service to Schools Divisions, and Institutional Services.

"As a black person and librarian, I am terribly disturbed by the neo-conservative attitude rapidly being pursued by this country and by libraries," he states. "Today's conservatives in many instances are yesterday's liberals, who have reached the point of having to pay the 'rent,' and suddenly the commitment of the 1960s and '70s has turned into fear and 'concern.'

"Many of our progressive library leaders of the '60s no longer consider it safe or economical to do programs for the urban disadvantaged, the poor, or the non-user. The thing that grabs me most is the attitude taken by libraries that these efforts are 'luxuries' in the budget and 'frills' that are the first to be axed."

A Drexel library school graduate, Miles has been visiting lecturer to the Urban Media Specialist Program at Columbia University and lecturer and practicum director to the Urban Information Interpreters Program at the University of Maryland. He also has taught black history, life, and culture at Utica College and has lectured extensively.

"Black librarians cannot forget that issues such as racism have not really changed; they have only become more sophisticated; the only real changes involve time and participants. We must continue to speak out against discrimination, humiliation, and intimidation, and above all be aggressive, progressive, and innovative despite efforts to hinder our advancement." □

Harry Robinson, Jr.:

He "Pulls It All Together"

To Harry Robinson, Jr., the Southwest is a treasure chest of black history and culture. Opening the chest and organizing its contents are Robinson's goals as special assistant to the president and library and museum director at Bishop College, Dallas, Tex.

"We're trying to put the black interest in the Southwest in its perspective. There's a dearth of materials gathered in any organized fashion. I thought it would be one of my contributions to pull it all together," says Robinson.

At age 36, the Louisiana-born librarian has credentials as voluminous as the materials he hopes to organize. Robinson has a bachelor's degree in history from Southern University, a master's degree in library science from Atlanta University, and a doctoral degree in instruction and technology and a six-year degree in library science from the University of Illinois. He also studied administration and librarianship at Ohio's Miami University and Michigan's Wayne State University.

Cataloging, teaching library science, and directing the University of Alabama's Afro-American museum provided Robinson with the experience he needed to join the Bishop College staff in 1974. He is now concerned with improving resources for blacks as director of Bishop's Zale Library and Southwest Research Center and Museum for the Study of the African-American Life and Culture.

Noting blacks have specific information needs that traditional libraries do not meet, Robinson remarks, "I just think as black professionals, we'll have to commit ourselves to providing library service to the underserved and unserved." He favors a connection with "mainstream institutions" to improve resources for minority groups.

By putting his ideas into action, Robinson has accumulated honors such as the 1977 Zeta Phi Beta Award for outstanding service to the women's cause and the 1976 Post Tribune Award for distinguished service and leadership at the First Annual Texas Conference on the Status of Black Women. □

Lucille C. Thomas:

She Helps Make Librarians "Master Builders and Creators"

"Any accomplishment – great or small – begins with the commitment, 'I'll try.' That is my message – 'I'll try.'"

With these words, Lucille C. Thomas ended her acceptance speech and became president of the New York Library Association last November. She then set out to accomplish a range of goals from promoting libraries to combating censorship with the help of the members.

In the past, "trying" has had positive results for Thomas, who has implemented innovative library programs, held offices and chairs in numerous organizations, and received several awards.

Currently assistant director of the New York City School Board's Center for Libraries, Media, and Telecommunications, Thomas has experience as a classroom teacher, public librarian and school librarian. She has a bachelor's degree from North Carolina's Bennett College, a master's from New York University, and a library degree from Columbia University.

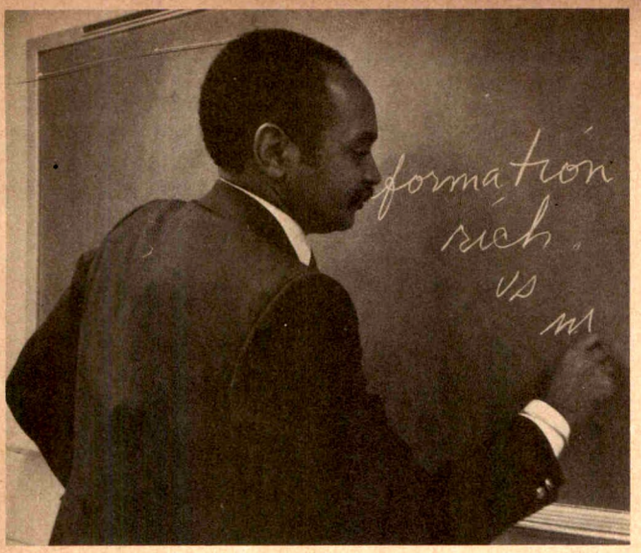
A member of numerous American Library Association committees, Thomas has served as president of the New York City School Librarians' Association. She also has headed the New York Black Librarians Caucus and the School Library Media Section of the New York Library Association. In 1974 Thomas founded and chaired New York's first School Library Media Day, which now takes place annually statewide.

The New York Commissioner of Education has appointed Thomas to the State Education Task Force on Library Service to Children and the Regent's Advisory Council on Libraries.

Thomas advises her colleagues not to underestimate the power of librarians.

"We, as librarians, must remember that we are a force in society, a group possessing power and influence of unique scope and potential. We shall not be beggars in our communities, but rather, master builders and creators in our own right. We might not wield the power to pass legislation, but with the support of our constituents, we can influence the decision makers," she says.

As president of the New York Library Association, Thomas is working on a library awareness program using a variety of media to show how libraries can meet individual needs. □



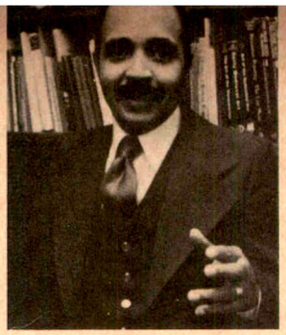
Dock Alexander Boyd:

Excellence Begets Respect

A sign on the door to Alex Boyd's office reads, "There are no simple solutions—only intelligent choices." The message echoes a philosophy Boyd embraces as an assistant library science professor at the University of Alabama.

The decision to become an educator in an almost totally white environment was one "intelligent choice" Boyd made to further the cause of librarianship.

"I came of age professionally in the 1960s. But my awareness of being black overshadowed my awareness of being a librarian. Assuming that it would have been feasible politically, I would have found it difficult psychologically to have been a black librarian in a predominantly white university in the South.



"My primary concern now is education for librarianship," says Alex Boyd.

"In the 1970s I am employed as a library educator at the University of Alabama. Obviously, I am cognizant of historical ironies, but my primary concern now is education for librarianship, not just black awareness," he explains.

"What is important to me . . . is whether or not we, as librarians, regardless of race, can achieve a high standard of excellence, both in library education and library practice. For to me, with excellence comes respect, and with respect, a librarian can transcend race, ethnic background, or whatever."

Excellence is one theme running through Boyd's lectures in various library courses. Another is the bridging of the gap between information rich and poor. His teaching is enriched by experience as serials and Afro-American bibliographer at the University of Illinois, library science instructor at Rutgers University, and assistant dean of learning resources services at Alabama State University.

Currently a librarianship doctoral candidate at Rutgers, Boyd has a bachelor's degree in English and a master's degree in library science from the University of Illinois. □

Dianne McAfee Williams:

People Are Her Business

"There's a commercial that says, 'People are our business—our only business,' and that's the way I feel about our field."

So says Dianne McAfee Williams, director of the Bureau of Instructional Media Programs in Wisconsin's Department of Public Instruction. A decade of work experience has convinced 33-year-old Williams that human dignity and worth are the keys to successful school media programs.

Fine equipment and facilities are worthless, she feels, without positive staff attitudes toward one another and the children served.

Williams observes, "The media center is the one place where every child should experience success, whether it is in reading, in operating equipment, or in the production of materials." She notes success will flourish if staff members show children confidence and respect.

Success has been prevalent in Williams's own life. Winner of several leadership honors, she has worked as an elementary school librarian, high school media specialist, librarianship instructor at Western Michigan University, and school library specialist for the Michigan Department of Education.

Before taking her current post, she was library media consultant for the University of Michigan's Bureau of School Services and executive secretary of the Michigan Association for Media in Education.

Williams was graduated cum laude from Tennessee's Fisk University with a bachelor's degree in elementary education. She has a master's degree in library service from Atlanta University and a specialist degree in education from Western Michigan University.

Williams currently is a part-time graduate student in an educational technology program at the University of Wisconsin.

Lelia G. Rhodes:

"I Did It My Way"

"Being black, being a woman, and being born in the twenties in Mississippi has not been easy." But Lelia Rhodes persevered and now directs the library at Jackson State University. She also is the only woman and first black in Mississippi to hold a library science doctorate.

"Strong motivation from parents who were 'before their time' provided the impetus to push, to excel. There has always been an inner drive—and I have survived by believing in myself."

After graduating from Jackson State, Rhodes joined the library staff as a library assistant. In 1954, "deciding to try my own wings," she worked as the librarian in a Jackson high school. She earned her MLS at Atlanta University and in 1957 returned to Jackson State to head the Catalog Department. Having come up through the ranks, she now heads the library in which she first worked at the circulation desk as an undergraduate student.

Asked about her decision to go for a Ph.D., she replied, "I got the degree not for myself, but for others. Jackson State's growth is unparalleled, and in order to serve effectively the faculty, students, and staff, I knew I had to get a terminal degree."

Dr. Rhodes has never been very far from Jackson State—emotionally, spiritually, or physically. Fittingly, in 1971 the president of Jackson State commissioned her to write the history of the university for its 1977 centennial commemoration. Her achievements have garnered her listings in *Personalities of the South, Outstanding Educators of America,* and "Career Women 1976" in *Essence* magazine.

"This is a competitive society. The climate for academic excellence is ripe for all students, not just black students. One must set one's own standards of excellence, because nothing else will do," she advises, speaking as a successful woman who did indeed do it her way. □

Barbara H. Clark:

Shaping Customized Library Service

For the past four years, Barbara Clark has headed the Mobile Services Department of Los Angeles Public Library. She administers two bookmobile agencies and the Service to Shut-Ins agency, which serve the 4,634 square miles of L.A. Having spent five celebrated years as branch librarian in the Watts community, she views her present position as an extension of her efforts toward community-oriented library service.

Dennis E. Lew

"As population centers shift and communities change their ethnic makeup, bookmobiles can also move and change their collections, almost overnight," she explains. "Therefore, bookmobiles are indispensable in our fast-changing city."

Five bookmobiles from two headquarters serve 79 stops at parks, schools, housing projects, and senior citizen centers, carrying ethnic and bilingual materials into black, white, Japanese, Chinese, Korean, Chicano, and Filipino communities. As part of their community relations, the multi-lingual, multi-ethnic staff and the vehicles participate in 12 parades and festivals annually.

The Service to Shut-Ins staff has recruited and trained 150 volunteers who take library materials from the 62 branches to shut-ins. "The volunteers deliver compassion and friendship along with the books. This service could not exist without them," says Clark.

Originally from Washington, D.C., where she attended Howard University, Clark moved to L.A., obtaining her MLS at the University of Southern California. After five years in an aerospace library, she joined Los Angeles Public in order to work with the general public, first as a children's librarian and then as branch librarian in Watts. She also currently serves on the task force of the California Ethnic Services Project.

For her innovative outreach work in the Watts community, she earned a "Career Services Award" from the mayor of Los Angeles and a "Presidential Commendation" from the president of the United States. Her work in Watts has been documented in a 20-minute color film titled, *Watts Library Reaches Out.*

As for her future plans: "The ethnic enclaves in urban areas will always need customized library service. I suppose I'll always be involved somehow in seeing that they receive it." □

Gladys E. Pannell:

Say, "I Can Do the Job"

Gladys E. Pannell's advice to young black men and women can be summed up in two words: THINK POSITIVELY.

"There is an ever present need for an individual, black or otherwise, to feel good about himself," says Pannell, coordinator of school library media services for the Campbell County Schools in Rustburg, Va.

Positive thinking has paid off for Pannell, who recently became president of the Virginia Educational Media Association (VEMA). She has set high goals for the organization—to make current school media programs more functional; to promote the back-to-basics educational movement by improving future media programs; and to enhance the professionalism of VEMA members.

A native of Virginia, Pannell has been a teacher and librarian in Campbell County elementary, middle and high schools. She has a bachelor's degree in library science from Rutgers University and a certificate of advanced studies in educational media from the University of Denver.

Pannell says a "unified media program" is an essential part of the total school curriculum.

"We like to think the school library media program is the hub of the school program," she explains.

She advises aspiring black librarians to "think good about yourself, but don't expect people to give you breaks because you're black. Say, ' I can prove I can do the job.'

"And don't feel because you're black, you have to take second place," she adds.

As a member of eight professional organizations, Pannell takes second place to no one. In addition to VEMA, she belongs to the American Library Association, the American Association of School Libraries, the Association for Educational Communication and Technology, the National, Virginia, and Campbell County Education Associations, and Phi Delta Kappa. □

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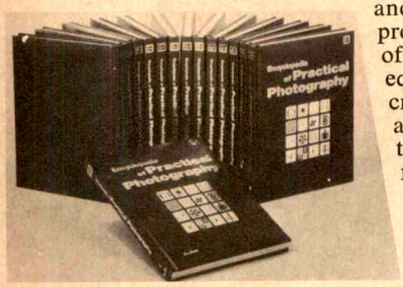

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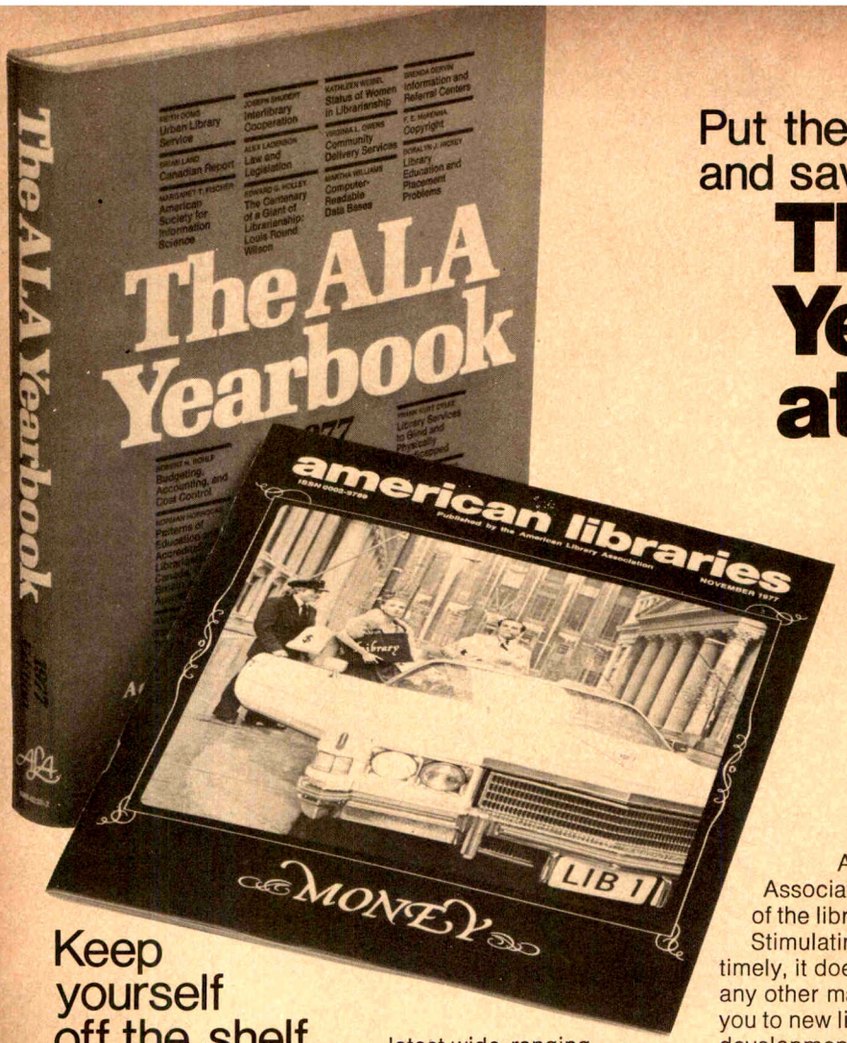

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AUTHOR/SUBJECT

A

ACADEMIC LIBRARIES
- clearinghouse for operations in, 570
- grants from Office of Education, 530–31
- how to win budget battles in, 569–70
- receive service enhancement grants from CLR, 345
- salary patterns for, 54

ACCREDITATION, 442–43

ADVERTISING
- cost for, jobs, 590
- national campaign emphasizes libraries, 632

AFFIRMATIVE ACTION PLANS, 36, 260, 508

ALABAMA PUBLIC LIBRARY, 466

ALABAMA REGIONAL LIBRARY FOR THE BLIND AND PHYSICALLY HANDICAPPED, 303–4

ALA HANDBOOK OF ORGANIZATION, 1976–77
- corrections to, 37, 205

ALA YEARBOOK, ltr., 13

AMERICAN ASSOCIATION OF SCHOOL LIBRARIANS
- opts to remain a viable division, 144
- upholds standards for school l. media professionals, 228

AMERICAN GEOGRAPHIC SOCIETY LIBRARY, 61

AMERICAN LIBRARIES
- dropped from *Readers' Guide,* with other nat. library periodicals, 590
- index to vol. 7, 1976, 74B–74J
- Prize Article Competition
  - judges for, 36, 293
  - winners, 293, 406, 599, 631
  - winning articles: DeGennaro, 430–35; McCrank, 560–65
- staff appointments, 37
- statement of ownership & circulation, 586
- top headlines of 1976, 7
- wins national journalism award, 339

AMERICAN LIBRARY ASSOCIATION
- Annual Conferences. *See* ANNUAL CONFERENCE, date
- archives receives grant, 36
- bylaws amendments, 261, 367
- Committee on Accreditation, 442–43
- Conferences
  - fees for, increased, 337, 377
  - sites for, 337, 377, 629
- Council
  - actions of, 138–39, 377–78
  - new members of, 365–67
- Executive Board
  - actions of, 140–41, 145–46, 336–39, 382, 628
  - new members of, 141
- executive director's contract, 145–46
- Future Structure Committee, 337, 383, 444
- high-rise building proposal, 141, 336, 628–29
- Intellectual Freedom Committee film. *See The Speaker*
- lack of leadership in, 423–24; ltr., 532
- Membership
  - actions of, 378
- *Membership Directory*
  - titles, omission of, 37, 339; ltrs., 126, 300
- Midwinter Meetings. *See* MIDWINTER MEETING, date
- new affiliates of, 139, 377
- Nominating Committee, 147, 507–8
- notable books, 204; ltr., 186
- Resolution on Racism and Sexism Awareness, 140, 244–45, 378
- scholarship funds, 444
- staff appointments, 37, 148, 339, 466, 508, 590
- Staff Committee on Mediation, Arbitration, and Inquiry, 205, 338
- State of the Association address, 380
- Washington Office
  - reprints *Newsletter* on copyright, 36
  - state and chapter donations to, 138–39, 377–78

AMERICAN LIBRARY TRUSTEE ASSOCIATION
- requests continued subsidy as a division, 144

AMERICAN SOCIETY FOR INFORMATION SCIENCE
- publications farmed out, 364

ANABLE, RICHARD
- "The Next Generation of CONSER," 23–26

ANNUAL CONFERENCE, 1977
- brief summary of, 370
- Council actions at, 377–78
- Detroit guide, 315–24; Detroit scouting trip, 311–14
- Executive Board actions at, 382
- highlights of and last-minute announcements, 329–30
- Membership action at, 378
- official advance information, 28–34
- President's Program, 379
- security in Detroit, 34–35
- State of the Association address, 380
- steps into the information society, 383–90

ARCHITECTURE AND BUILDINGS
- from fire station to library (Schaumburg Township Public Library, Ill.), 241–42
- libraries in high-rise buildings (Columbia Univ.), 80
- library for the handicapped (Alabama Regional Library), 303–04
- library renovation (Chicago Public), 602–04
- Metropolitan Toronto Library, 426–28
- portable library units, 546–48
- school media centers (Palm Beach Cnty., Fla.; and Jackson School, Plano, Tex.) 16–17
- solar energy utilized (Troy-Miami Cnty. Public Library), 188–90
- third largest academic library in U.S. (Univ. of Texas at Austin), 482
- underground construction (Harvard), 114–16

ASSOCIATION FOR LIBRARY SERVICE TO CHILDREN
- actions at Midwinter, 144
- bylaw changes, 148
- name change, 386
- supports Reading is Fundamental program, 212

ASSOCIATION OF AMERICAN PUBLISHERS
- calls for end of Arab book boycott of Israel, 413
- takes over National Book Awards, 362–63
- *See also* COPYRIGHT CLEARANCE CENTER

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES
- internship program, 284, 539
- national conference, 210, 384

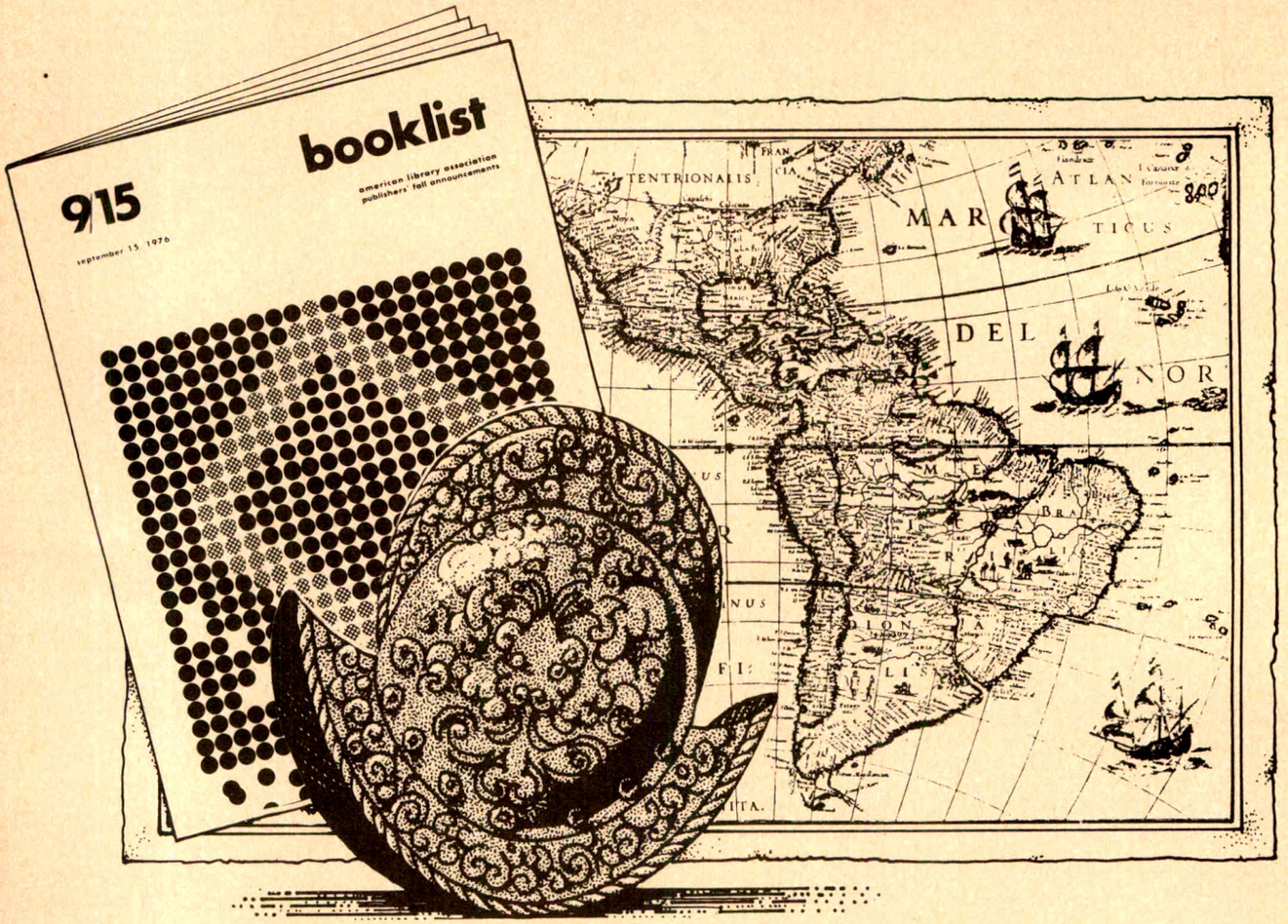
ASSOCIATION OF STATE LIBRARY AGENCIES
- future of, 37, 143, 377
- Library Personnel Interchange, 37
- new exec. sec. of, 466

ATLANTA (Ga.) PUBLIC LIBRARY, 574–75

AUDIOVISUAL MATERIALS AND SERVICES
- audio cassette recordings, ltrs., 68, 126, 186
- best educational films, 451–52
- children's films, 267–68
- reference sources for, 157–59
- video, 97–98, 228, 349–50; ltr., 14
- *See also* CINEMA, PERSONAL; REVIEWS AND NOTES for audiovisual materials reviewed in *American Libraries*

AUFDENKAMP, JO ANN
- "Some Thoughts on a Librarian's Income Tax," 62–63

Jan. 1–48; Feb. 49–102; Mar. 103–166; Apr. 167–222; May 223–278; Jn. 279–358; Ju./Aug. 359–398; Sep. 399–462; Oct. 463–522; Nov. 523–586; Dec. 587–642.



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AURARIA LEARNING RESOURCES CENTER, ltr., 64
AVRAM, HENRIETTE D.
"The Next Generation of CONSER," 23–26
AWARDS, CITATIONS, AND SCHOLARSHIPS
AASL President's Award, 386
ALTA Honor Award, 497
Mildred L. Batchelder Award, 235, 497
Beta Phi Mu Award, 495
Randolph Caldecott Medal, 108, 497
Francis Joseph Campbell Citation, 497
James Bennett Childs Award, 496
CIS/ALA/GODORT "Documents to the People" Award, 495
David H. Clift Scholarship, 496
John Cotton Dana Library Public Relations Awards, 497
Dartmouth Medal, 497
Melvil Dewey Medal, 496
Distinguished Library Service Award for School Administrators, 496
EDPRESS Award, 339
Encyclopaedia Britannica's School Library Media Program of the Year Award, 175, 341, 495
Fulbright-Hays Awards, 510
Gay Book Award, 497
Louise Giles Minority Scholarship, 496
Grolier Foundation Award, 495
Grolier National Library Week Grant, 495
Hammond Inc. Library Award, 495
Caroline M. Hewins Scholarship, 496
HRLSD Exceptional Service Award, 497
John Phillip Immroth Memorial Award, 142, 496
Clara Stanton Jones Scholarship, 513–14
J. Morris Jones and Bailey K. Howard-World Book Encyclopedia-ALA Goal Awards, 338, 495
Coretta Scott King Award, 496
Kohlstedt Exhibit Awards, 497
Joseph W. Lippincott Award, 495
LRRT Research Award, 497
Margaret Mann Citation, 496
Frederic G. Melcher Scholarship, 446, 496
Isadore Gilbert Mudge Citation, 496
National Book Awards, 175, 284, 351–52, 362–63
John Newbery Medal, 108, 497
Eunice Rockwell Oberly Memorial Award, 497
Shirley Olofson Memorial Awards, 497
Ranganathan Endowment Lectures, 474
Regina Medal, 235
RTSD Resources Scholarship Award, 496
Charles Scribner's Sons Awards, 495
Ralph R. Shaw Award, 495
Special Libraries Association Scholarships, 215
Special Trustee Citation, 497
3M/JMRT Grant, 497
Trustee Citations, 497
H. W. Wilson Library Periodical Award, 497

B

BALLOTS, 210
BALTIMORE COUNTY PUBLIC LIBRARY, 590
BENEMANN, WILLIAM E.
"Tears and Ivory Towers: California Libraries during the McCarthy Era," 305–09
BERMAN, SANFORD
"Getting to It: A Guest Editorial," 77
BIBLIOGRAPHIES
black reference materials, 77
free magazines, 88–89
See also REVIEWS AND NOTES for bibliographies reviewed in *American Libraries*
BIDLACK, Russell E.
"Evaluating the Accreditation Committee," 442–43
BLACK CAUCUS
and *The Speaker,* 360, 374, 405–6
reception for, 143
BLACK PRESS ARCHIVES, 172
BOLIVIAN LIBRARIES, 409–12; ltrs., 532, Sept. cover
BOOK-CARRYING TECHNIQUES, 48
BOSTON PUBLIC LIBRARY, 231–32
BRAHM, WALTER
"On My Mind: Where Have All the Leaders Gone?" 423–24; ltr., 532
BRITISH LIBRARY ASSOCIATION. *See* LIBRARY ASSOCIATION
BRODART, 192, 228
BRODERICK, DOROTHY
"Son of Speaker," 502–04; ltrs., 598
BUFFALO & ERIE COUNTY PUBLIC LIBRARY, 110
BURGHARDT, GORDON M.
"Boys, Girls, and Book-Carrying Techniques," 48
BUSHMAN, ARLAN G.
"A Brief Q & A Primer on CONSER," 21–22
Council and Membership actions at ALA Annual Conference, 1977, 377–78

C

CALIFORNIA LIBRARIES, 305–09
CALIFORNIA LIBRARY ASSOCIATION, 9
CASE, SARA
"Grants and How to Get Them," 556–58
CASTAGNA, EDWIN
"Will the National Inventory Lead from the Slough of Despond to the Celestial City?" 491–92
CATALOGING
alternatives to the card catalog, conference on, 594–95
black subject headings, editorial, 77; ltr., 183
cards from L.C. will continue, 123
in *Monthly Catalog* in MARC II format, 212
National Endowment grants for, 54
slide collections, ltrs., 68, 186, 296
status of AACR revision, 146
CATALOGING IN PUBLICATION, 360
CENTER FOR RESEARCH LIBRARIES, 288, 360
CENTER FOR THE BOOK, 289–90, 526
CENTRAL MASSACHUSETTS REGIONAL LIBRARY SYSTEM, 123
CHESTER COUNTY (Pa.) LIBRARY, 122
CHICAGO PUBLIC LIBRARY
charges fees for computer searching, 449
loses friend in Daley, 60–61
renovation of, 403, 602–4
Tiffany dome, Dec. cover
CHILDREN'S LIBRARIES AND SERVICES
"Little Kids" Program, 265
President's preconference, 41
CHILDREN'S LITERATURE, 54, 178, 269–70
CHILDREN'S SERVICES DIVISION. *See* ASSOCIATION FOR LIBRARY SERVICE TO CHILDREN
CINEMA, PERSONAL, 39–40, 158–59
CIRCULATION ANALYSIS, 391, 448
CITATIONS. *See* AWARDS, CITATIONS, AND SCHOLARSHIPS
CLENE
establishes Allie Beth Martin Lecture, 90
publications of, 214
CLSI (COMPUTER LIBRARY SERVICES, INC.), 192
COLLECTIONS AND RARE BOOKS
exhibition from Herzog August Bibliothek, 156
Fleischer Collection's rare sheet music of 19th century black musicians, 75–76•
Gerald Ford donates papers, 93
Heineman Collection, 590
Irish art treasures to visit U.S., 474
Henry Kissinger donates papers, 93–94
John D. MacDonald papers, 344
manuscript collections threatened, 471–72
COLORADO SCHOOL OF MINES LIBRARY, 178
COLUMBIA UNIVERSITY (N.Y.)
Augustus Long Health Sciences Library, photos, 80
library school receives $381,000 endowment, 228
COLUMBUS AND FRANKLIN COUNTY (Ohio), PUBLIC LIBRARY OF, 448
COMARC, 232
COM CATALOGS, 192, 228
COMPUTER LIBRARY SERVICES, INC., 192
CONNOLLY, SYBIL DEE
"Roughing It from Alaska to Oklahoma" (disregard erroneous title), 572–73
CONSER
charter participant's reaction to, 26–27
definition of, 21–22
future LC plans for, 23–26
OCLC to subsidize, 526
user's reaction to, 27, 42
CONTEMPORARY BOOKS, INC., 453–54
CONTINUING LIBRARY EDUCATION, NETWORK, AND EXCHANGE. *See* CLENE
CONTU. *See* COPYRIGHT (Box)
COOPERATIVE LIBRARY SYSTEMS. *See* NETWORKS OF LIBRARIES
COOPERATIVE MACHINE-READABLE CATALOGING, 232

Guide to *AL*'s Copyright Coverage

cartoons on, May cover, 247–49, 253–57
clearance, 624–25
clearinghouses, 251, 384, 403, 418, 432, 624–25
Constitutional basis for, 247
CONTU guidelines for, 250–51, 254–55, 431–32
duration of ownership under, 247–48
filmstrip on, 511–12
impact on libraries, 384, 430–35
and interlibrary loans, 145, 249–50, 385, 431–35, 492B–C, 624
materials protected under, 248
microfilming of journals, ltrs., 68, 186
notice of, in libraries, 530, 596
notice of, in publications, 248
publisher initiates alternative, 59
questions and answers on, 252–57, 629
Section 107, Fair Use, 249–57, 418, 624–25
Section 108, 249–57, 530, 624–25
teleconference planned, 629

Jan. 1–48; Feb. 49–102; Mar. 103–166; Apr. 167–222; May 223–278; Jn. 279–358; Ju./Aug. 359–398; Sep. 399–462; Oct. 463–522; Nov. 523–586; Dec. 587–642.

COPYRIGHT. *See* box on p. 86E
COPYRIGHT CLEARANCE CENTER, 403, 418, 432
COPYRIGHT PAYMENTS CENTER. *See* COPYRIGHT CLEARANCE CENTER
COUNCIL ON LIBRARY RESOURCES
grants to academic libraries for service enhancement, 345
intern program, 344–45

D

DALLAS PUBLIC LIBRARY, 403
DALTON, PHYLLIS I.
"Upping the States' Ante for Libraries," 621–22
DEAF AWARENESS PROGRAMS. *See* HANDICAPPED, LIBRARY SERVICES FOR
DE GENNARO, RICHARD
"Copyright, Resource Sharing, and Hard Times: A View from the Field," 430–35; ltrs., 480, 533–34
"Escalating Journal Prices: Time to Fight Back," 69–74; ltrs., 182
DEMPSEY, FRANK J.
"Cavities and Conscience Pangs: Candy Can Cause Both," 231
DESIGN. *See* ARCHITECTURE AND BUILDINGS
DETROIT CONFERENCE. *See* ANNUAL CONFERENCE, 1977
DEWEY DECIMATED. See LIBRARY MYSTERIES
DOUGHERTY, RICHARD M.
"Innocents Abroad," 614
DUKE UNIVERSITY, 15

E

EASTON, CAROL
"Sex and Violence in the Library," 484–88
EDUCATION RESOURCES INFORMATION CLEARINGHOUSE. *See* ERIC
ELECTION RESULTS, 365–67
ELEMENTARY AND SECONDARY EDUCATION ACT
extension of, 407, 469
Pres. Ford's budget for (Title IV-B), 54
Senate cuts funds for, 362
ERIC, 54
ERIE COUNTY (Pa.) PUBLIC LIBRARY, 211
ERIE METROPOLITAN LIBRARY, 211
ETHICS, CODE OF, 500–01
EVALUATION OF THE EFFECTIVENESS OF FEDERAL FUNDING OF PUBLIC LIBRARIES, 566–68
EXHIBITORS, 94, 192, 385

F

FACILITIES. *See* ARCHITECTURE AND BUILDINGS
FEDERAL FUNDING FOR LIBRARIES
Carter administration threatens, 362
evaluation of, for public libraries, 566–68
Ford administration's budget for, 54
stalled over abortion dispute, 407
Wedgeworth's speech on, 142–43
See also specific legislation, e.g., LIBRARY SERVICES AND CONSTRUCTION ACT
FEES FOR LIBRARY SERVICE, ltr., 186
ALA exec. director to explore topic, 139
Detroit Conference program planned on, 139
charged by Chicago Public, 449
8 research libraries charge for interlibrary loan, 208
See also FREE ACCESS
FLACKS, LEWIS I.
"Living in the Gap of Ambiguity; An Attorney's Advice to Librarians on the Copyright Law," 252–57
FLAHERTY, ROBERT, FILM SEMINAR, 635–36
FORD, WILLIAM D.
"Money: An Introductory Note," 549
FREE ACCESS TO INFORMATION
ALA position on, 139, 192–93, 377, 378; editorial on, 193
Moon supports, 381
See also FEES FOR LIBRARY SERVICE
FREEDOM TO READ FOUNDATION, 142, 382

G

GLENDALE'S (Calif.) BRAND LIBRARY, Oct. cover
GLOSSARIES
library finance, 550–52
serialese, 21
GOODRUM, CHARLES A.
"Writing the Library Whodunit," 194–96
GRANTS, 556–58
GREENVILLE COUNTY (S. C.) LIBRARY, 265

H

HANAWAY, THOMAS P.
"Boys, Girls, and Book-Carrying Techniques," 48
HANDICAPPED, LIBRARY SERVICES FOR
Deaf Awareness programs, 265
law requires libraries to be accessible to handicapped, 287
new library designed solely for, 303–04
union catalog of braille and recorded material, 264
HARRISON, K. C.
"Proudly, British Library Association Joins Centenarian Club," 473–74
HARTFORD (Conn.) PUBLIC LIBRARY, 123
HARVARD UNIVERSITY
Nathan Marsh Pusey Library's underground construction, photos, 114–16
HEALTH AND REHABILITATIVE LIBRARY SERVICES DIVISION
future of, 37, 143, 377
new exec. sec. of, 466
HENNINGER, ALICE
"Who Do You Think Will Fight for Your Raises?" 579
HIGHER EDUCATION ACT
Congress approves supplemental funds for, 234
House votes funds for Title II demonstrations section, 172
OE grants to, 530–31
HOLLEY, EDWARD G.
"A Librarian Looks at the New Copyright Law," 247–51
HOWARD, EDWARD N.
"A Library Bond Campaign to Bank On," 622
HUMOR. *See* LIBRARY—HUMOR, ANECDOTES, SATIRE, ETC.

I

IFLA
ALA voting delegates for, 338
editor's notes on, 607, 610, 612, 625
Fiftieth Anniversary World Congress, 606–14
proposed apportionment of U.S. votes and dues, 146
reception at ambassador's residence, 466
"IMPROVING STATE AID TO PUBLIC LIBRARIES," 621–22
INCOME TAX, 62–63; ltr., 238
INFORMATION SCIENCE & AUTOMATION DIVISION
considers name change, 144
national bibliographic network institute, 176, 178
INTELLECTUAL FREEDOM
and California libraries during the 1950s, 305–09
debate on children's literature, 176
gay literature banned by federal prison authorities, 526
Island Trees (N.Y.) case, 59, 142, 382
judge rules on book removed from Chelsea, Mass., school library, 472
See also THE SPEAKER
INTERLIBRARY LOAN
computerized, on-line, 451
8 research libraries charge for, 208
guidelines for records of requests for, 624
revised form, 385, 492B–492C
INTERNATIONAL FEDERATION OF LIBRARY ASSOCIATIONS AND INSTITUTIONS. *See* IFLA
ISLAND TREES (N.Y.) SCHOOL BOARD. *See* INTELLECTUAL FREEDOM
ISSUES AND ANSWERS. *See* ANNUAL CONFERENCE, 1977, President's Program

J

JACKSON SCHOOL (Plano, Tex.), 16–17
JOBS
cost of classified advertising for, 590
downgrading of federal, 175
evaluation of superiors by subordinates, ltrs., 412, 597
for foreign librarians in the U.S., ltr., 238
in overseas libraries, ltr., 238
titles, descriptions, and functions of, ltrs., 11, 119, 476, 534
JONES, CLARA STANTON
"ALA President Views the Racism/Sexism Resolution," 244–45
JOURNALS. *See* PERIODICALS; SERIALS

K

KENNEDY LIBRARY, 364; photo, 81
KNIGHT, NANCY H.
Index to *American Libraries*, vol. 7, 74B–74J
KROLL, HOWARD W.
"Effect of Appearance on Requests for Help in Libraries," 489

L

LARGE-PRINT BOOKS, ltrs., 11, 186
LAUGHREY, EDNA
"The Prepayment Dilemma: A Consumer's Guide," 571–72
LEENS, ALAIN
"A Manifesto for Revolution in World Library Meetings," 609–10
LEGISLATIVE DAY, 288–89
LEWIN, MARTIN
"Buffalo Slaughter," 110
LIBRARIANS' CULTURAL EXCHANGE, 6; ltr., 68
LIBRARIES AND LIBRARIANSHIP
alternative careers in, workshop, 417
disturbed and disturbing patrons in, 484–88; ltrs., 598–99
dropped from *Readers' Guide*, 590
educational institutions or not, 363; ltr., 599
effect of patron's appearance on requests for help in, 489
hints on making more money as a librarian, 578–79
overspecialization in, 181

Jan. 1–48; Feb. 49–102; Mar. 103–166; Apr. 167–222; May 223–278; Jn. 279–358; Ju./Aug. 359–398; Sep. 399–462; Oct. 463–522; Nov. 523–586; Dec. 587–642.

poor career entry opportunities, 590
Pres. Carter's position on, 289
psychological studies, 48, 489
LIBRARY ADMINISTRATION DIVISION, 337
LIBRARY ASSOCIATION, 473–74, 531
LIBRARY EDUCATION
competency standard, ltrs., 182–83, 299
modifying for ethnic needs, 150–51
new courses in, 37–38, 152, 513
new degree programs in, 152
University of Oregon library school may be phased out, 228
LIBRARY EDUCATION DIVISION
future of, 143, 377, 383
LIBRARY FINANCE. *See* MONEY
LIBRARY—HUMOR, FACETIAE, SATIRE, ETC.
Miller, William, "Functional Immediacy for Herniated Specialists," 181
Murphy, Sunny, "Asian Zodiac for Librarians," 166
Slack, Chuck, "A Taxpayer's Eye View of Library Jargon," 554–55
LIBRARY INSTRUCTION, 509, 633
LIBRARY MYSTERIES, 194–96; ltrs., 299–300, 414, 532–33
LIBRARY OF CONGRESS
Advisory Group on Libraries, 236
to analyze COMARC, 232
budget for fiscal 1978, 112, 407
Cataloging Distribution Service, 123
completes filming of Presidential papers, 232
CONSER project, 21–27, 42
to establish National Periodicals Center, 287–88, 362
and the National Book Awards, 284
See also CENTER FOR THE BOOK
LIBRARY PERSONNEL INTERCHANGE. *See* ASSOCIATION OF STATE LIBRARY AGENCIES
LIBRARY SERVICES AND CONSTRUCTION ACT
Brademas compromise wins extension of, 469
Carter signs extension for, 531
Congress begins hearings on, 110, 112
extension deadline nearing; no congressional action, 406–07
House approves extension of, 172
joint committee action on extension to, 362
Senate committee approves bill including Title V, 287
Senate considers urban library proposals, 172
Title V amendment to, 112
LIBRARY TECHNOLOGY REPORTS
evaluates tables and chairs, 403
issues report on theft detection systems, 93
LIBRARY UNIONS
settlement reached in Toronto, 403
LOS ALAMITOS SCHOOL DISTRICT (Calif.), 175, 495; photos, 341
LOS ANGELES PUBLIC LIBRARY, 405
LUPTON, DAVID W.
"Magazines," 512–13

M

McCORMICK, EDITH
"Russell Shank, ALA President-Elect 'On Target', Became a Librarian by a Fluke," 365
McCRANK, LAWRENCE
"How a Levy Was Won in the West," 560–65
McCRANK, RUTH
"How a Levy Was Won in the West," 560–65
McDONALD'S, 15
MACHINE READABLE DATA BASES
BALLOTS, 210
CONSER, 21–27, 42
interlibrary loans, planned, 451
OCLC, 236, 415, 526
McHUGH LEVIN ASSOCIATES. *See* AMERICAN LIBRARY ASSOCIATION, high-rise building project
MAGNIFYING GLASSES, ltr., 119
MARION (Ohio) PUBLIC LIBRARY, 576
MATHEWS, RYAN
"Detroit: A Bite at a Time," 315, 317, 319–24
MEDICAL LIBRARY ASSOCIATION, 235
MEDLARS TAPES, 172
METROPOLITAN TORONTO LIBRARY, photos, 426–28
MEYERS, ARTHUR S.
"Keeping Up: A Checklist," 77
MIDLNET, 236
MIDWEST REGION LIBRARY NETWORK. *See* MIDLNET
MIDWINTER MEETING, 1977
Council actions, 138–39
editor's notes on, 108, 138–46, 192–93
Executive Board actions, 140–41, 145–46
free access resolution roll call, 192–93
last-minute notes on, 37
media at, 209
MIDWINTER MEETING, 1978
advance information on, 493–94
tentative agenda for, 629–31
MILLER, MERRY M.
"Detroit: A Bite at a Time," 315, 317, 319–24
MILLER, WILLIAM
"On My–Mind? Functional Immediacy for Herniated Specialists, 181
MILLER, WOODY
"Detroit: A Bite at a Time," 315, 317, 319–24
MILNER, ARTHUR
"Live from the Library," 75–76
MINITEX. *See* MINNESOTA INTERLIBRARY TELECOMMUNICATIONS EXCHANGE
MINNESOTA INTERLIBRARY TELECOMMUNICATIONS EXCHANGE, 232
MISSISSAUGA LIBRARY SYSTEM (Toronto, Canada), 481
MITCHELL, ELIZABETH PRYSE
"Board Takes Business Step by Step," 382
"What's My Line?" 417
MONEY
evaluating federal aid to public libraries, 566–68
fighting for salary raises, 579
glossary of library finance, 550–52
grants and how to get them, 556–58
hints on making more money as a librarian, 578–79
how to win budget battles on campus, 569–70
ideas that worked, 580
improving state aid to libraries, 621–22
municipal bonds issued for new public library, 622
the prepayment dilemma, 571–72
public library levy won, 560–65
school media centers run on very little, 572–73
successful bond issue for new library, 574–75
MONROE COUNTY (Ind.) PUBLIC LIBRARY, 122
MOORE, MATTHEW S.
"If at First You Don't Succeed . . ." 575
MOREN, DEBORAH K.
"Effect of Appearance on Requests for Help in Libraries," 489
MOSCOW BOOK FAIR, 474
MURPHY, SUNNY
"Asian Zodiac for Librarians," 166
MUSEUM OF BROADCASTING, 515–16
MUSIC, RARE BLACK, 75–76

N

NATIONAL ADVISORY GROUP, 176
NATIONAL BOOK AWARDS, 1977, 351–52
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE
proposes national periodicals center at LC, 287–88, 362
to study ANSI Z-39 committee, 228
to study school libraries and national networking, 228
and the White House Conference, 112, 172
NATIONAL COMMISSION ON NEW TECHNOLOGICAL USES OF COPYRIGHTED WORKS. *See* box on COPYRIGHT, CONTU, p. 86E
NATIONAL ENDOWMENT FOR THE HUMANITIES
challenge grant program, 54
Congress approves supplemental funds for, 234
NATIONAL INFORMATION POLICY, 381
NATIONAL INVENTORY OF LIBRARY NEEDS, 1975, 491–92
NATIONAL LIBRARY OF MEDICINE. *See* MEDLARS TAPES
NATIONAL LIBRARY WEEK, 172, 288-89, 382
Massachusetts program, 235
NATIONAL PRESERVATION PROGRAM. *See* PRESERVATION AND RESTORATION OF LIBRARY MATERIALS
"NEARBYS," ltrs., 476–77
NELINET
to design on-line, regional ILL system, 451
NETWORK ADVISORY COMMITTEE, 364
NETWORKS OF LIBRARIES
Center for Research Libraries, 288, 360
Greenwich Village colleges to share resources, 343–44
limitations of, 384, 430–35; ltrs., 480, 533–34
MIDLNET, 236
national bibliographic, 176, 178
national serials center, 287–88, 362
NELINET, 451
OCLC still growing, 236
role of school library media programs and, 228
Stanford and Univ. of Calif./Berkeley, 210
NEW ENGLAND LIBRARY INFORMATION NETWORK. *See* NELINET
NEW HAMPSHIRE LIBRARY COUNCIL, 407
NEW YORK PUBLIC LIBRARY
federal funds to restore library service, 231
gifts and grants to, 6, 449, 466, 595–96
NEW YORK UNIVERSITY, 343–44

O

OCLC
provides breakthrough in serials cataloging, 526
status of, 236
working on interlibrary loan subsystem, 451
OFFERMAN, SISTER MARY COLUMBA
"A School Librarian Recommends Free Magazines," 89
OHIO COLLEGE LIBRARY CENTER. *See* OCLC
OKLAHOMA STATE UNIVERSITY LIBRARY
joins CRL, 360
name change, 208
ONLINE SYSTEMS
BALLOTS, 210
CONSER, 21–27, 42
interlibrary loan, planned, 451
OCLC, 236, 415, 526

OPERATION NAMIBIA, 287
OWATONNA (Minn.) PUBLIC LIBRARY, 481

P

P SLIP, ltr., 476
PALM BEACH COUNTY (Fla.) SCHOOL DISTRICT, 16–17
PAPERBACKS, 452, 539–40; ltrs., 299
PATRONS. *See* LIBRARIES AND LIBRARIANSHIP
PEARSON, LOIS R.
"Chicago Library Loses Its No. 1 Friend in Daley," 60–61
"Lights Dim, *The Speaker* Plays, and Members Speak," 372–73
"SLA in the 'City of Love,'" 417–18
PENROSE PUBLIC LIBRARY (Colorado Springs, Colo.), 233
PERIODICALS
free, 85–89
increasing costs of, February cover, 69–74; ltrs., 182, 239
statistics on, for 1976, 154
See also SERIALS; REVIEWS AND NOTES of periodicals
PHILADELPHIA, FREE LIBRARY OF, 75–76, 481
PIERPONT MORGAN LIBRARY, 590
PLETZ, FRANCES H.
"Stroke the Legislators," 575–76
PLOTNIK, ART
"Born Again in the Andes," 409–12
"A Brief Q & A Primer on CONSER," 21–22
"The Editor Walks Those 'Mean' Streets: A Scouting Report for ALA Conferees," 311–14
"From Winchell's 8th to Sheehy's 9th," 129–32
"Opening Minds to Closing Catalogs, or When Can We Throw Out the Cards?" 594–95
"Reading the Library Whodunit," 196
"Something Acrid in the Lion House," 351–52
"Something Happened," 9
"Yes, Virginia, Is There a National Bibliographic Network?" 176–78
PORTLAND-MULTNOMAH COUNTY (Oreg.) PUBLIC LIBRARY, 560–65
PORT WASHINGTON (N.Y.) PUBLIC LIBRARY, 39–40
PRENTICE, ANN E.
"The Lingo of Library Finance," 550–52
PRESERVATION AND RESTORATION OF LIBRARY MATERIALS
National Endowment grants for, 54
national program planned, 61–62
Preservation Discussion Group formed, 450–51
PROJECT ABLE, 448
PROJECT: MEDIA BASE, 38, 209; ltrs., 414–15
PROJECT SURVIVAL, 146
PUBLIC DOCUMENTS, OWNERSHIP OF
B. C. West, Jr., case, 382, 471–72, 629
PUBLIC INFORMATION OFFICE, 495
PUBLIC LIBRARIES
bond issues in, 574–76
branches in schools, ltr., 296
circulation analysis in, 391, 448
evaluating federal aid to, 566-68
PUBLIC LIBRARY ASSOCIATION
Guidelines for Public Library Service: Part I, 615–20; ltrs., 618–19
Project Survival, 146
restates goals, 383
wins grant for standards development, 466
PUBLISHERS AND PUBLISHING
children's publishing attacked, 54
National Book Awards, 351-52
Pergamon Press initiates copyright alternative, 59
the prepayment dilemma, 571–72
U.S. publishers exhibit at Moscow book fair, 474

Q

QUIZ PROGRAMS, ltrs., 65, 186

R

RADIO SHOWS
ALA spot announcement, ltr., 64
"Hooked on Books," 96
RAYWARD, W. BOYD
"IFLA 1977 AETAT 50," 606–08, 610–14
READ-A-THON PROGRAM, 346
READERS' GUIDE, 590
READING IS FUNDAMENTAL, 212
RECRUITMENT, MINORITY, 38
REFERENCE AND ADULT SERVICES DIVISION
Interlibrary Loan Committee, 145, 385
REGNERY, HENRY, COMPANY. *See* CONTEMPORARY BOOKS, INC.
RESEARCH LIBRARIES GROUP, 206
RESOLUTION ON RACISM AND SEXISM AWARENESS. *See* AMERICAN LIBRARY ASSOCIATION
RESOURCES AND TECHNOLOGY DIVISION
Preservation Discussion Group formed, 450–51
REVIEW COPIES, ltrs., 238, 296
REVIEWS AND NOTES
Audiovisual
Binding the Past for the Future, film, 512
The Changing City, portfolios, 271
The Changing Countryside, portfolios, 271
Copyright: New Law, New Directions, filmstrip, 511–12
Disneyland Magical Metrics Tour, 511
Easy YA Booktalking, videotape, 446
"How to Use *Biological Abstracts*," slide/cassette, 153
Library World, film, 343
Preschool Storytelling—New Concepts, videotape, 446
Bibliographies
Bailey, Margaret, *Live Long and Prosper: The Star Trek Phenomenon*, 213
Bibliography of Law-Related Curriculum Materials, 159
Gill, Robert, *Magic as a Performing Art; A Bibliography of Conjuring*, 634
King, Judith D., *Women's Studies Sourcebook: A Comprehensive Classified Bibliography*, 159
Media and the Young Adult: A Selected Bibliography 1950–1972, 446
Quay, Richard H., *Research in Higher Education: A Guide to Source Bibliographies*, 159
Selected Sound Recordings of American, British, and European Literature in English, 159
Books and Pamphlets
Abell, Millicent D., *Collective Bargaining in Higher Education: Its Implications for Governance and Faculty Status for Librarians*, 447–48
The ALA Yearbook: 1977 Edition, 445
Allen, C. G., *A Manual of European Languages for Librarians*, 207
American Library Directory, 1976–77 ed., 91
Archer, Jeffrey, *Shall We Tell the President?* 453
Baker, D. Philip, *School and Library Media Programs for Children and Young Adults*, 263
Baskin, Barbara, and Harris, Karen, *The Special Child in the Library*, 265
Breivik, Patricia Senn, *Open Admissions and the Academic Library*, 510
Broderick, Dorothy, *Librarian's Guide: Young Adult Paperbacks*, 539–40
Cauer, Caroline, *Handbook for Storytellers*, 348
Copyright and Educational Media: A Guide to Fair Use and Permissions Procedures, 449
Curley, Arthur, and Varlejs, Jana, *Akers' Simple Library Cataloging*, 91
Daniells, Lorna, *Business Information Sources*, 341–42
Directory of Courses on Indexing in Canada and the United States, 152
Directory of Ethnic Publishers and Resource Organizations: Revised Edition, 91
Directory of Ethnic Studies Librarians, 91
The Directory of Fee-Based Information Services 1977, 449
Educators Guide to Free Films, 511
Engelke, Hans, *A Survey on Telefacsimile Use in Libraries in the United States*, 212
Evaluation of the Effectiveness of Federal Funding of Public Libraries, 566–68
Fry, Bernard, and White, Herbert, *Publishers and Libraries*, 263
Geiser, Elizabeth, and Brewer, Annie, *Book Publishers Directory*, 511
Goldstein, Seth, "Video in Libraries, A Status Report, 1977–78," 228
Gray, Brenda; Stevenson, Maurice; and Muktarian, Dorothy, *Literacy Programs and Public Libraries*, 264
Guidelines for Book Catalogs, 451
Hammer, Donald P. *The Information Age: Its Development, Its Impact*, 445
Hicks, Warren, and Tillin, Alma, *Managing Multimedia Libraries*, 263
"Improving State Aid to Public Libraries," 621–22
International Guide to Library, Archival and Information Science Associations, 91
Johnson, Richard D., ed., *Libraries for Teaching: Libraries for Research*, 510
Jones, Corneilia, and Way, Olivia R., *British Children's Authors: Interviews at Home*, 348
Josey, E. J., and Peeples, Kenneth E., Jr., *Opportunities for Minorities in Librarianship*, 445
Kemper, Robert, and Ostrander, Richard, *Directorship by Objectives*, 263
Kim, Choong H., *Books by Mail: A Handbook for Libraries*, 445
Kulkin, Mary-Ellen, *Her Way: Biographies of Women for Young People*, 92, 348
Lancaster, Wilfrid, *The Measurement of and Evaluation of Library Services*, 207
Libraries and Life of the Mind in America, 508–09
Literature and Young Children, 509
Lois, George, and Pitts, Bill, *The Art of Advertising: George Lois on Mass Communications*, 452–53
Lyman, Helen H., *Literacy and the Nation's Libraries*, 264
Major Libraries of the World: A Selective Guide, 91
Marchant, Maurice, *Participative*

Management in Academic Libraries, 210
Molz, R. Kathleen, *Federal Policy and Library Support,* 91
Musgrove, Margaret, *Ashanti to Zulu,* photo, 95
Nash, Jay Robert, *Darkest Hours: A Narrative Encyclopedia of Worldwide Disasters from Ancient Times to the Present,* 95
The National Directory of Chicano Faculty and Research, 92
The National Inventory of Library Needs, 1975, 491–92
1977 Directory of Coordinators of Children's Services and of Young Adult Services in Public Library Systems Serving at Least 100,000, 347–48
"Off the Wall," 155
On-Line Bibliographic Services—Where We Are, Where We're Going, 447
The Personnel Manual: An Outline for Libraries, 508
Positive Images, A Guide to NonSexist Films for Young People, 41
The Reader's Adviser: A Layman's Guide to Literature, 213
A Reason to Read, 345
Ring a Ring O'Roses, 447
Science and Technology: A Purchase Guide for Branch and Small Public Libraries, 341
76 United Statesiana, 92
Sheehy, Eugene P., *Guide to Reference Books,* 129–32
Shera, Jesse, *Introduction to Library Science,* 263
Simpson, Donald B., ed., *State Library Agencies: A Survey Project Report,* 205
Start Early for an Early Start, 348
Stockey, Edward, and Janschewsky, Sandra, *On-Line Searching: A Self-Instruction Manual,* 206
Stueart, Robert, and Eastlick, John Taylor, *Library Management,* 263
Trimble, Bjo, and Heydt, Dorothy Jones, *Star Trek Concordance of People, Places, and Things,* 213
Tsien, Tsuen-Hsuin, *Current Status of East Asian Collections in American Libraries, 1974/1975,* 94
Veres, Peter, and Patchen, Miriam, *The Arguments of Innocence,* 154
Wilson, Pauline, *A Community Elite and the Public Library: The Uses of Information in Leadership,* 262–63
Wylie, Laurence, *Beaux Gestes,* 453
Periodicals
Boatmaster, 513
Canadian Children's Magazine, 509
Collector's Network News (CNN), 445
The Creative Child and Adult Quarterly, 154
Firehouse, 154–55
Greenleaves, 155
I-AM, 154
Identity, 154
International UFO Reporter, 342
Journal of Library History, 91
Nuestro, 512
Oceanus, 214
Pages, 213
Quest/77, 269
Rockingchair, 445–46
The Serials Librarian, 153
The Thanatology Librarian: News of Books on Death, Bereavement, Loss, and Grief, 153
US, 512–13
Working Woman, 154
REVIEWS ON CARDS, ltr., 119
ROCHELL, CARLTON C.
"Secrets of Successful Seekers: Call the Shots Yourself," 574–75
RUEF, JOSEPH A.
"Connecticut McDonald's Does It All for the Library," 15
RUSSELL, MATTIE UNDERWOOD
"N.C. Ruling Menaces Manuscript Collections," 471–72

S

SALARIES, 54, 578–79
SAXE, MINNA C.
"Great Faith and a Few Big Questions: Notes from a Librarian Using the CONSER Base," 27, 42
SCHABEL, DONALD
"From Shambles to Showplace," 602–04
SCHAUMBURG TOWNSHIP (Ill.) PUBLIC LIBRARY, 241–42
SCHMIDT, C. JAMES
"How to Win the Budget Battle on Campus," 569–70
SCHOOL MEDIA CENTERS
customizing, 16–17
role in national networking, 228
run on a shoestring, 572–73
SCMAI. See AMERICAN LIBRARY ASSOCIATION, Staff Committee on Mediation, Arbitration, and Inquiry
SERIALS
conversion of. *See* CONSER
machine readable data base for, 21–27, 42
national center for, 287–88, 362
national location system for, 232–33
South Asian union list project, 448
See also PERIODICALS; REVIEWS AND NOTES, Periodicals
SITTS, MAXINE
"Academic Librarians Share Their Know-how," 570
SLACK, CHUCK
"A Taxpayer's Eye View of Library Jargon," 554–55
SMITH COLLEGE LIBRARY
receives $1 million gift, 178
THE SPEAKER. See box

THE SPEAKER

ALA Board wrestles with, 336, 375, 628
ALA Council reacts to, 374–75
attacked in *Interracial Books for Children Bulletin,* 466
Black Caucus response to, 360, 374, 405–06
from the editor's point of view, 337
IFC keeps name on film and backs Krug, 371–72
membership response to, 372–73; ltrs., 502–05, 598
outline of, 371
production of, 90, 142, 205
Yates' compromise on, 375

SPEC, 570
SPECIAL LIBRARIES ASSOCIATION, 417–18
STAFF COMMITTEE ON MEDIATION, ARBITRATION, AND INQUIRY. *See* AMERICAN LIBRARY ASSOCIATION
STANDARDS OF LIBRARY WORK
ANSI Z-39 committee, 59–60, 228
PLA's, 466, 615–20; ltrs., 618–19
school library media standards, 228
STANFORD UNIVERSITY
to create new library quad, 235
receives grant for cooperative program, 210
STATE FUNDING OF LIBRARIES
improving, 621–22
in Alabama, 360
in California, 529–30
in Michigan, 403, 575–76
in Ohio, 362
in Oregon, 362
STATE UNIVERSITY COLLEGE (Fredonia, N.Y.) Reed Library patch quilt, Jan. cover
STEVENS INSTITUTE OF TECHNOLOGY, 54
SWITCH 'N ENRICH, 37
SYSTEM DEVELOPMENT CORPORATION, 172
SYSTEMS AND PROCEDURES EXCHANGE CENTER, 570

T

THEFT, 469, 471
TREJO, ARNULFO D.
"Modifying Library Education for Ethnic Imperatives," 150–51
TROY-MIAMI COUNTY (Ohio) PUBLIC LIBRARY, photos, 188–90
TROY STATE UNIVERSITY, 466
TV GUIDES, 539

U

UNIVERSAL SERIALS BOOK EXCHANGE, 287–88
UNIVERSITY OF CALIFORNIA/BERKELEY
receives grant for cooperative program, 210
UNIVERSITY OF FLORIDA
receives John D. MacDonald's papers, 344
UNIVERSITY OF ILLINOIS/URBANA
receives grant, 54
UNIVERSITY OF MINNESOTA LIBRARY
participant in CONSER, 26–27
UNIVERSITY OF NORTH CAROLINA
sells utilities and libraries benefit, 403
UNIVERSITY OF OREGON LIBRARY SCHOOL
may be phased out, 228
UNIVERSITY OF PENNSYLVANIA LIBRARY
receives $1 million gift, 178
UNIVERSITY OF PITTSBURGH
donates Sugar Bowl proceeds to library, 54
UNIVERSITY OF TEXAS AT AUSTIN, LIBRARY, photos, 482
adds 4 millionth book, 235
UNIVERSITY OF WISCONSIN/MILWAUKEE
to house American Geographic Society Library, 61
UPHAM, LOIS N.
"Mixed Feelings: Taking Part in CONSER," 26–27
URBAN LIBRARIES
funding for under LSCA, 112, 287, 469
URBAN LIBRARIES COUNCIL, 112
U.S. INFORMATION AGENCY, 413

V

VANITY PRESS, 95–96
VERTICAL FILE, ltrs., 597
VIDEO. *See* AUDIOVISUAL MATERIALS
VIGO COUNTY PUBLIC LIBRARY, 622

W

WALL, C. EDWARD
"A New Look at Free Magazines," 85–89

Jan. 1–48; Feb. 49–102; Mar. 103–166; Apr. 167–222; May 223–278; Jn. 279–358; Ju./Aug. 359–398; Sep. 399–462; Oct. 463–522; Nov. 523–586; Dec. 587–642.

WATERS, RICHARD
"What Good Is Washington Doing Libraries?" 566–68
WEST VIRGINIA LIBRARY COMMISSION
film service, 40
WHITE HOUSE CONFERENCE ON LIBRARY AND INFORMATION SERVICES. *See* box

White House Conference
advisory committee, 54, 172, 234, 529
ALA committee publishes quarterly on, 363–64
Congress approves supplemental funds for, 234
funds for, requested by NCLIS, 112
Georgia preconference, 529
House passes funds for, 172
Pennsylvania preconference, 593
Pres. Carter makes it official, 284
Pres. Ford's budget for, 54
state conferences planned, 405
timetable for 108, 138, 234

WIEGAND, WAYNE A.
"The Wayward Bookman," 134–37, 197–200
WINDSOR (Conn.) PUBLIC LIBRARY, 15
WOLLIN, LUCY
"Back to Basics in New York" (disregard erroneous title), 573

X, Y, Z

YOUNG ADULT SERVICES DIVISION
actions at Midwinter Meeting, 1977, 144
YOUNGSTOWN AND MAHONING COUNTY, PUBLIC LIBRARY OF (Ohio)
helps Lykes Corp. workers who lost jobs, 526
Z-39 COMMITTEE. *See* STANDARDS OF LIBRARY WORK

PEOPLE

Ackerman, Page, ltr., 239; ret., 160
Adams, Elaine P., ltrs., 504, 598
Adams, Ruth, ret., 353
Agriesti, Paul, appt., 454
Albaric, Michel, photo, 608
Albin, Michael, appt., 96
Algren, Nelson, 270–71
Allen, Susan M., ltr., 11
Alsmeyer, Henry, appt., 96
Anderson, Katherine, ltr., 68
Anglin, Richard V., ltr., 505
Arbus, Isak, ltr., 505
Archer, Jeffrey, photo, 453
Arden, Sandra, ltr., 597
Arthur, Betty, ltr., 239
Astor, Mrs. Vincent, 595
Atherton, Pauline, 54
Au, Eleanor Chong, ltr., 597
Aubrey, Daurene, ltrs., 476, 597
Aubry, John, appt., 271
Bagby, Dallas, 497
Bagrova, I., photo, 613
Baltzer, J. C., ltr., 239
Barr, Janet, ltr., 239
Barry, Carol, ltr., 505
Batchelor, Lillian, death, 518
Baylor, Byrd, 108
Beale, Helen Purdy, 497
Beall, C. E. Campbell, 497
Benemann, William E., ltr., 480
Benjamin, Deborah, ltr., 186
Berlanga, Mary, March cover artist, 105, 108, 138–146
Berry, Mary F., 233–34
Besterman, Theodore, death, 96
Bidlack, Russell E., photo, 495
Bishop, Edith, ret., 271
Bitter, Robert, photo, 9
Black, Larry, appt., 353
Blackford, Irene, ret., 518
Blakely, Florence, photo, 15
Blowers, Mel, appt., 360
Bobb, John M., Jr., death, 160
Bobker, Lee, 360, 376; sketch, 142
Bockman, Eugene, appt., 541
Bodker, Cecil, 235
Boldrick, S. J., ltr., 479
Bond, Nancy, 108
Boonstra, Harry, appt., 454
Boorstin, Daniel
declares independence from TV, 284
institutes LC self-renewal, 236
L.C. budget hearings, 112
questioned by Congress on Center for the Book, 289–90
Bosseau, Don, appt., 541
Bostwick, Christina, ltr., 238
Boyer, Ernest LeRoy, 233
Boylan, Merle N., appt., 172
Bradbury, Daniel, appt., 517
Bradshaw, Lillian, photo, 122
Brandt, Kandy B., ltr., 14
Braun, Jane D., ltr., 13
Bravard, Robert S., ltr., 299–300
Braverman, Miriam, photo, 372
Breland, June, 497
Brinkley, Jack, 112
Brocks-Shedd, Virgia, 539
Broderick, Dorothy, 139; ltr. 300; photo, 193
Broomall, Susan, 497
Brown, Howard, 497
Brown, Jack Perry, appt., 353
Brown, June, appt., 353
Brown, Marcia, 235
Budge, Edwin, elec., 362
Burlingham, Merry, appt., 215
Burns, Robert W., Jr., 497
Burroughs, Reta, photo, 215
Bury, Beverly, ltr., 580
Busch, Celesta M., ltr., 299
Bushman, Arlan G., appt., 37
Byam, Milton, photo, 36
Byrum, John D., Jr., 41; sketch, 146
Caballero, Cesar, photo, 389
Callagee, Jean, 3
Cambs, Elisa, photo, 611
Campbell, H., ltr., 618
Cappon, Lester Jesse, 497
Carter, Lillian, photo, 529
Case, Sara, 339
Casey, Daniel W., 497
Chambers, Brad, photo, 376
Chappell, Marcia, photo, 122
Chasse, Lucien, ltr., 598
Chelton, Mary K., ltr., 415
Chen, John, 54
Chestnut, Paul, photo, 15
Church, Charlotte L., ltr., 13
Clark, Carolyn, 497
Clark, Palmer Price, ltr., 186
Clark, Richard E., 54
Clark, Walter, death, 454
Clemens, James R., ltr., 64
Clement, Yvonne, ltr., 420
Coats, Reed, ltr., 598–99
Cobb, Judith, ltr., 239
Cobb, Mary Louise, photo, 293
Coleman, Earl M., 236
Coleman, Sonja, 472
Collins, Audrey W., ltr., 239
Combs, Richard, appt., 403
Cone, Palmer, ltr., 580
Connolly, Sybil Dee, photo, 573
Conroy, Barbara, ltr., 504–05
Constantine, Joseph, photo, 407
Cook, Sybilla, ltr., 534
Cooper, Ginnie, appt., 271
Cooper, Sandra M., appt., 466
Cox, William, appt., 353
Cravey, Pamela, 497
Cuesta, Yolanda, photo, 389
Cunliffe, Joan, appt., 363
Curley, Walter, 54; appt. 160; photo, 497
Curtis, Betty, ltr., 599
Daley, Richard J., death, photos, 60–61
Dalrymple, Tamsen, ltr., 68
Danford, Ardath, appt., 541
Dansky, Yona, photo, 265
Daso, Judith, ltrs., 421, 597
Davis, Gertrude, ret., 454
Dawson, Alma, 539
Dax, Edward, ltr., 580
Deale, H. Vail, ltr., 13–14
Debenham, W. Stuart, Jr., appt., 215
DeBuse, Raymond, appt., 271
De Gennaro, Richard, 141, 406
DeJohn, William, appt., 541
Deloach, Marva, photo, 374
Delougaz, Nathalie, 6
De Vos, Larry, ltr., 239
Dickinson, Elizabeth, appt., 353
Dillon, Diane, 95, 108, 497; March cover
Dillon, Leo, 95, 108, 497, March cover
Dondy, Emanuel, ltr., 479
Donovan, Paul, sketch, 144
Dooley, Roscoe, death, 353
Dougherty, Anne, photo, 379
Dougherty, Richard M., 141; ltr., 618
Dow, Orrin, appt., 215
Dowlin, Ed., 362
Dowlin, Kenneth, 233
Doyle, Nancy, ltr., 477
Duffy, Annette, appt., 215
Dunlap, Connie, photo, 15, July/Aug. cover
Dunnock, Mildred, 90; photos 205, 337
Durkan, Michael, appt., 96
Dwyer, James R., ltr., 479
Dyson, Samuel A., elec., 41
Eastman, Ann, 54
Eberhardt, Oscar, 54
Eden, Paul L., ltr., 480
Edge, Barbara, ltr., 420
Edmund, Sister M. George, ltr., 597
Eisen, Marc, ltr., 477
Ellsworth, Susan Marsh, ltr., 599
Ely, Donald P., appt., 54
Falkiewicz, Andrew T., ltr., 14
Fast, Elizabeth T., 495; biog., photo, death, 369, 378
Feeney, Mary, appt., 454
Fitch, Glen, ret., 518
Floan, Billie Lu, ret., 353
Fogelman, Phyllis, March cover
Folsom, Robert, photo, 122
Fontaine, Sue, appt., 517
Ford, William D., photo, 549
Forsee, Joe, appt., 215
Forth, Stuart, photo, 593
Foster, Lynn, ltr., 599

Foti, Tindara, ltr., 182
Franck, Jane, appt., 215
Franco, John M., 340, 496
Franklin, Ralph, appt., 454
Franzel, Adeline, 497, photo, 495
Freudenthal, Juan R., ltr., 532
Frost, Carolyn, appt., photo, 160
Fuller, Hoyt W., ltr., 126
Funk, Ralph H., death, 175
Gaines, Ervin, 112
Gallagher, Marian, 54
Galloway, R. Dean, ltr., 598
Galvin, Thomas, photo, 507
Gardner, Richard, appt., 62
Gergen, Dave, 54
Gibbs, Donald, 54
Giles, Louise, 138, biog., death, photo, 59
Glenn, Lois, ltr., 580
Glidden, Benjamin C., appt., 41
Goetz, Arthur, ltr., 580
Goffstein, M. B., 108
Gold, Judith M., ltr., 126
Goldthwaite, John, 54
Gordon, Sol, photo, 387
Gordon, William, appt., 271
Gore, Margaret Anne, 495
Gorman, Michael, appt., 541; photo, 611
Gosier, Doris, 539
Gralow, Elenora, ltr., 186
Grant, George, 360; photo, 374
Green, Stephen, photo, 611
Greenaway, Emerson, photo, 407
Grieco, D. Marie, 39, 40, 634–35
Gude, Gilbert, appt., photo, 61
Haas, Warren J., 6
Halcums, Robert E., ltr., 68; photo, 497
Hall, Blaine H., 497
Halloway, George M., ltr., 504
Hamilton, Marcus, February cover artist, 51
Hamlin, Arthur, appt., 96
Hansen, George, May cover artist, 225
Hansen, Mary, photo, 215
Harding, Thomas S., ltr., 479
Hasenjager, Karen J., 497
Hashim, Elinor M., elec., 41
Haskins, James, 496
Havlicek, John and family, photo, 235
Haycock, Ken, ltrs., 119, 126
Helmle, Helen May Smith, 228
Hembold, F. Wilbur, ltr., 182
Hemphill, Lia S., ltr., 599
Herman, Steven, appt., 160
Herold, Virginia Wilcox, ret., 41
Hicks, June, photo, 37
Higgins, Charles, appt., 353
Hilker, Helen-Anne, ret., 271
Hill, Graham, 345
Hintner, Jo Nell, 345
Hoduski, Bernadine A., 496, photo, 495
Hoey, Reid, death, 96, 160
Hogrogian, Nonny, 108
Holley, Edward G., ltr., 505
Horn, Zoia, 139; photo, 371
Horrocks, Norman, ltr., 597; sketch, 141
Hough, Raymond L., ltr., 182
Houk, Wallace, ltr., 580
House, Connie, appt., 454
Humphry, John, 112
Ihrig, Alice, 54; ltr., 619
Imhoff, Kathleen, photo, 36
Ince, David Lewis, appt., 360
Irwin, Bonnie, ltr., 119
Isaacs, Norman, photo, 329
Jackson, Adele M., ltr., 504
Jernigan, Kenneth, 54
Johnson, Mary, 497
Johnson, Peter, ltr., 532
Johnson, Timothy, photo, 38
Joldersma, Dan, appt., 517
Jones, Clara, 112, 628; photos, 59, July/Aug. cover, 405; ret., 405
Jones, E. A., photo, 529
Jones, Jean C., ltr., 11
Jones, Margaret, ltr., 597
Jones, Percy, ret., 353
Jones, Raymona A., ltr., 598
Jones, Sara Irwin, 497
Jones, Virginia Lacy, photo, 495
Joramo, Marjie, ltr., 420
Jordan, Alma, photo, 608
Jordan, Bea, photo, 407
Jordan, Robert T., ltr., 480
Jorstad, Dorothy, ret., 96
Josephine, Helen, 145
Josey, E. J., photo, July/Aug. cover, 374
Jung, Norman, appt., 517
Kahn, Edmund, 178
Kalajdzieva, Konstantinka, photo, 613
Karre, David, ltr., 597
Kasahara, Yumiko, photo, 608
Kaser, David, ltr., 618
Kast, Gloria, 510
Katz, Diane, photo, 593
Kaula, William M., ltr., 239
Kaup, Jerry, appt., 160
Keckeissen, Rita G., photo, 131
Kerr, Rosamund, photo, 611
Kiffmeyer, Barbara Burkert, 497
Kinzer, Jacqueline D., ltr., 597
Kirwan, William, appt., 517
Kneebone, Ted, appt., 96
Knight, Hattie, death, 160
Kolish, Kate, death, 216
Koor, Judith G., ltr., 239
Kotei, Sam, photo, 613
Kozlowski, Ronald, appt., 454
Krakauer, Elizabeth, photo, July/Aug. cover
Kralick, John, ltr., 421
Kranzler, David, biog., photo, 65
Krug, Judith F., 337, 371, 372, 376; sketch 142
Kurth, William, death, 353
La Brew, Arthur R., ltr., 183
Laird, W. David, ltr., 532
Lamb, R. Rebecca, death, 271
Lambert, Fred L., Jr., ltr., 414
Lanning, Mary Alice, ltr., 239
Larsen, Nancy E., ltr., 598
Lawrence, Viola, 64
Lee, Joel M., appt., 466
Leens, Alain, photo, 609
Leggett, Mark, ltr., 597
Leimer, Myrtle M., ltr., 239
Leisinger, Albert, 510
Leonard, Lawrence E., appt., 41
Leonard, W. Patrick, ltr., 182–83
Lerner, Louis, 360
Levy, Evelyn, death, 216, 239
Linderfelt, Klas August, 134–37, 197–200
Line, M. B., ltr., 415
Linford, A. John, appt., 517
Little, Mary, elec., 353
Lombardo, Daniel J., 496, photo, 495
Long, Sarah Ann, ltr., 580
Love, Erika, elec., 353
Low, Edmon, 208
Lowrie, Jean, 141
Lubetsky, Seymour, 496, photo, 495
Lyons, Grace J., 497
McCasland, T. H., 497
McClaine, Harriet, 495
McCloskey, Elinor, ltr., 296
McColman, Donna, ltr., 296
McConoughey, Samuel S., ret., 41
McCrank, Lawrence, photo, 293
McCrank, Ruth, photo, 293
McDermott, Beverly Brodsky, 108
MacDonald, John D., 344
MacDonald, Susan, photo, 15
McIlroy, Drew, 481
McIlvaine, Eileen, photo, 131
McMurtry, Larry, photo, 213
McSwain, Mary, ret., 96
Mahallati, Shala, photo, 607
Marcello, Giovanni, photo, 613
Marchant, Maurice P., photo, 373
Marco, Guy, appt., 160
Margie, Amira, ltr., 480
Marshall, Karen, photo, 122
Marshall, Nancy H., ltrs., 414, 480, 532–33
Martin, Allie Beth, 90
Martin, George, 539
Martin, Louis E., ltr., 183
Martin, Susan, 6
Martinez, Jane R., ltr., 13
Martz, Samuel, 54
Mason, Dorothy, death, 518
Massonneau, Suzanne, ltr., 182
Matos, Marynice, photo, 613
Matthews, Sidney E., appt., 41
Matzek, Richard, appt., 517
Mawdsley, Katherine, elec., 517
May, Robert, photo, 497
Melcher, Daniel, 108
Mellon, Timothy, 206
Melton, Lynn J., 496; photo, 446
Meyer, Barbara, photo, 406
Meyer, Ursula, elec., 160
Meyers, Arthur S., ltr., 239
Milczewski, Marion A., ret., 172, 216
Miller, Elizabeth C., ltr., 126
Miller, Jerome K., ltr., 414–15
Miller, John, ltr., 599
Miller, Ronald F., appt., 41; photo, 9
Miller, William, photo, 36
Mohrhardt, Foster, photo, 36
Molumby, Lawrence, appt., 517
Molz, Kathleen, 495
Monroe, Margaret E., ltr., 239
Moon, Eric, photo, 381; 531
Moon, Ilse, appt., 96
Moore, Richard E., ltr., 479
Moore, Waldo, appt., 353
Morehead, Joe, 495
Morse, Mark, 363; ltr., 599
Morton, Elizabeth, death, 454
Moses, Stefan, photo, 9
Mott, Evelyn, 495
Moulton, Priscilla, photo, 371
Mudge, Isadore Gilbert, photo, 131
Mueller, Rebecca, 509
Mullins, Lynn, appt., 96
Murphy, Meg, appt., 454
Murphy, Paul C., photo, 497
Musgrove, Margaret, 95, 108
Musser, P. M., 497
Myers, Agnes, 54
Naylor, Ronald P., ltr., 480
Neal, Peter R., ltr., 183
Nelson, Fay Graham, 496
Nemeyer, Carol A., appt., 360, 362
Nesbitt, Elizabeth, death, 518
Newman, Ralph, photos, 60, 61
Nichols, Judy, 477
Nicholson, Mary C., photo, 497
Nielson, Gladys, photo, 407
Nitecki, Joseph, appt., 96
Nixon, Emily, ret., 353
Northrup, Jeff, photo, 289

Novotny, Thomas, appt., 353
Odell, Gertrude, ret., 271
Olson, Ray, ltr., 534
Onieal, Martin F., photo, 497
Oppenneer, Bernard, appt., 517
Ortiz, Cynthia, ltr., 14
Ortiz, Diane, ltr., 14
Ostroumov, Tatiana, ltr., 599
Otness, Harold, ltr., 296
Owen, Berniece M., ltr., 119
Owens, Major, photos, 379, 529
Owens, Virginia, appt., 96
Palmer, Richard, 510
Palmour, Vernon E., 466
Parker, Edwin, 54
Parker, Milly, 539
Parker, Richard, appt., 271
Parnall, Peter, 108
Patchen, Kenneth, painting, 154
Pattison, Abbott, 80
Payne, Emily, photo, 529
Pell, Claiborne, photo, 112
Perkus, P. C., ltr., 126
Perry, Margaret, ltr., 533
Perusse, Lyle, ret., 353
Peters, Joan, ltr., 238
Pfeiffer, Peggy L., 228
Phinney, Hartley, Jr., appt., 517
Phipps, Shelley, 345
Pickering, James, appt., 96, 160
Pierce, Sydney, 510
Pipkin, Joyce J., ltr., 13
Piternick, George, ltr., 480
Plotnik, Art, 407, photos, 311, 411
Plotnick, Harvey, 453–54
Pollard, William, appt., 454
Powell, Ronald, ltr., 238
Prescott, Katherine, ret., 518
Price, Louise, photo, 407
Price, Maureen, ltr., 119
Price, Paxton, sketch, 139
Quigley, Andrew P., 472
Quimby, Harriet, Mar. cover
Rains, Ruth R., ltr., 414–15
Ratcliff, Linda, elec., 160
Rawski, Conrad, appt., photo, 517
Reed, Robert, photo, 407
Reese, Gail, photo, 38
Reuben, Sandra, elec., 160
Rhodes, Lelia, photo, 293
Richardson, Harry, ltr., 239
Richmond, Phyllis, 496, photo, 495
Ridge, (Mrs.) Davy-Jo S., ltr., 126
Riggs, Donald E., ltr., 64
Ringer, Barbara, 145
Robbins, Martin, appt., 160
Roberts, Don, 542–45, ltr., 64, photo, 543
Robinson, Charles, 590
Rodriguez-Buckingham, Antonio, appt., 360
Roloff, Daphne, appt., 216
Roscoe, S. J., ltr., 300
Ross, Judith, 497
Rowe, Mary Lou, appt., 353
Rowland, A. Ray, photo, 529
Ruffner, Betty, 54
Rugaas, Ben, photo, 589
Rupert, Mary Ann, photo, 407
Salomon, Richard, 449
Sasso, Louis, appt., 590
Sauer, Mary, appt., 353
Savard, Rejean, photo, 613
Scepanski, Jordan, 345
Schafer, Jim, 122
Schimmel, Nancy, photo, 293
Schnucker, Robert V., ltr., 182
Schoch, Gisela, photo, 612
Schon, Isabel, ltr., 532; photo, 36
Schrag, Sandy, ltr., 64
Schremser, Bob, appt., 454
Scilken, Marvin, ltrs., 183, 414, 599
Scott, Patricia Lyn, ltr., 126
Self, Phyllis, 599
Seltzer, Olive, death, 216
Seymour, Whitney North, 112
Shaevel, Evelyn, photo, 449
Shank, Russell, 517; appt. 6; photos, 365
Shanks, Jean, ltr., 477
Shannon, Zella, appt., 41
Sheehy, Eugene P., 129–32, photos, 129, 131, 132
Sheffield, Duncan, ret., 353
Sheldon, Brooke, appt., 454
Shelkrot, Elliot, photo, 371
Shera, Jesse, 474
Sheridan, John, photo, 517
Sherwood, Virginia, elec., 517
Shields, Gerald, ltr., 599; photo, 507
Shipman, Joseph C., death, 378
Shively, Susan M., ltr., 182
Short, Sylvia, appt., 454
Shubert, Joseph, 54; elec. 41; photo, 469
Simonds, Robert, ret., 454
Skallerup, Harry, appt., 360
Sledge, Rebecca, photo, 289
Smalley, Bion, artist, 225, 247–257, 551–52, 567
Smiley, A. K., ltr., 186
Smith, Jessie Carney, 228
Smith, Elizabeth Martinez, photo, July-Aug. cover
Smoot, Ann, 497
Snider, David, appt., 454
Snider, Mildred, ret., 353
Snyder, Jack O., ltr., 239
Soderberg, Patricia H., ltr., 68
Somers, John, ltr., 479
Soroka, Cerise, 497
Sprouse, Harry W., appt., 339
Steere, Paul, appt., photo, 413
Stegner, Wallace, photo, 352
Steig, William, 108
Stineman, Esther, appt., 541
Stone, Elizabeth W., ltr., 619
Stone, I. F., 142
Storck, J. . . .N., ltr., 300
Strable, Edward, photo, 293
Studer, William, appt., photo, 216
Stump, Ron, elec., 41
Swanson, Don, appt., 360
Sweeney, Richard T., appt., 41
Swetmann, Viola T., 497
Switzer, Peri, ltr., 296
Sullivan, Peggy, appt., 7; ltr., 618–19
Tanner, Alain, photo, 635
Tauber, Maurice, 64
Taylor, Alan, appt., photo, 541
Taylor, Ferebee, photo, 59
Taylor, Kay, 495
Taylor, Mildred, Mar. cover, 108, 497; photo, 382
Taylor, Nettie B., ltr., 239
Thackery, John, Jr., death, 518
Thomas, Fannette, ltr., 239
Thompson, Elizabeth M., ltr., 126
Thomson, Dale, ltr., 421
Totten, Herman, 228
Tozer, Peggy M., appt., 41
Trezza, Al, 112, 234, 288
Trochim, Mary Kane, appt., 508
Trottier, Donald H., ltr., 479; sketch, 141
t'Serstevens, Albert, photo, 607
Tudor, Dean, ltr., 420
Turin, Irene, 496
Turner, Anne, ltr., 597
Tynan, Laurie, ltr., 186
Vallin, Violetta, photo, 389
Vann, J. Daniel III, 345
VanOrden, Phyllis, appt., 216
Varlejs, Jana, appt., 96
Vaughn, Ann, ret., 160
Vaughn, Susan, ltr., 414
Veaner, Allen, appt., 360
Velarde, James, ltr., 299
Vincent, Don, photo, 37
Virgo, Julie A., appt., 148
Voigt, Melvin J., ltr., 533–34
Wagner, Lloyd, 362
Waller, Theodore, 360
Walls, Esther, 141
Walsh, Maurice, photo, 293
Walton, Jewel, appt., photo, 541
Wareham, Nancy, appt., 517
Washington, Ernestine, photo, July/Aug. cover, 374
Watanabe, Sigeo, photo, 83
Watkins, Carolyn K., ltr., 476–77
Wedgeworth, Robert
- chaired Advisory Group of Libraries for LC, 236
- Midwinter activities, 141–42, 142–43
- new contract with ALA, 145–46
- proposes seminar before cultural exchange agreement, 6
- State of the Association address, 380

Weiher, Ronald, appt., 216
Weins, Leo, photo, 497
Welch, Janet, appt., 541
Welsh, William, 364
Wertheimer, Leonard, ltr., 296
West, B. C., Jr., 382, 471–72, 629
White, Herbert S., 496, 497
White, Lenore, ret., 353
Whitesides, William, ltr., 296
White-Williams, Patricia, 496, photo, 495
Whitman, Ainsley, ret., 353
Whitten, Sam, 139–40; sketch, 140
Widener, Michael N., ltr., 299
Wiener, Theodore, elec., 362
Wilensky, Yvonne, 3
Wilkinson, Billy R., ltr., 414
Williams, Avery, 360, 406; photos, 373, 374
Williams, Barbara, 112
Williams, Jean Frances, 539
Williams, Martha, 54
Williams, Saravette, photo, 15
Williams, Tim, appt., 454
Wilson, Louis Round, 7; photo, 59
Wilson, Pauline, photo, 631
Wilson, William J., ltr., 183
Wilt, Jean, ltr., 64
Winchell, Constance Mabel, photo, 131
Wine, Eugene, ltr., 532
Winter, Kay, ltr., 421
Wood, Irene, ltr., 126
Wood, Linda, appt., 541
Woodrum, Pat, elec., 353
Woods, George, photo, 269
Woolls, Blanche, elec., 517
Woy, James B., ltr., 126
Wright, Kieth, appt., photo, 517
Wright, Robert, photo, 373
Wright, Shirley, appt., 517
Wynar, Bohdan S., 496, photo, 495
Yadlosky, Elizabeth, appt., 216
Yates, Ella, appt., biog., 7; photos, 7, 375
Yelich, Nolan, elec., 41
Yuill, Phyllis, ltr., 597
Zenke, Mary H., ltr., 420

MAGAZINES

Teaching Today's Woman To Be Self-Aware

Be Alive, subtitled "The Magazine for Today's Woman," purports to be the "newest and best of the 'new' women's magazines." Bowing on September 1977, this periodical has one unique feature—it did *not* announce its debut with the word "new" in the title! However, like *New Dawn*, the editorial staff of *Be Alive* hopes to appeal to an audience that is young (18–35), and, like *New Woman*, this recent entrant is devoted to the "modern thinking" woman.

It will be an uphill struggle for *Be Alive* to stay alive in a highly competitive market, for this journal will need to bridge the gap between such traditional women's "lifestyle" magazines as *Good Housekeeping*, *Ladies' Home Journal*, and *McCall's* and the "progressive" magazines such as *Woman's World* and *Ms.* Even these established journals have had to give way to the two acknowledged leaders in this field, *Family Circle* and *Woman's Day*. Nevertheless, Lopez Publications is introducing *Be Alive* to parallel its moderately conservative *Lady's Circle*, and perhaps this magazine is the happy medium readers desire.

The 72 pages of the September issue contain 13 feature articles and two special features (TM and menstruation). Stressing self-awareness and self-explanation, the magazine is broken down into categories: "your life," "your health," "your fitness" and "your relationships." These cover such first-person reports and articles by "experts" as "Inside an Abortion Clinic," "For Your Health's Sake," "Let's Rate the Diets," and "Who's Afraid of the Big, Bad Househusband?" Regular upfront news departments on health and quickie sources/resources guide women in what to buy and what to avoid in goods and services.

The premiere issue, rephrasing materials previously presented in its competition, would seem to appeal mainly to women who have little time to read the other titles. The November issue, however, provides promise for the future, as it ventures into a more open approach to the intimate psychological, sociological, and health problems of today's women. Examples of this shift: "What You Never Thought You'd Be . . . Married to a Gay Man" and "Fear of Mowing and Other Fears Women Have About Doing Men's Work."

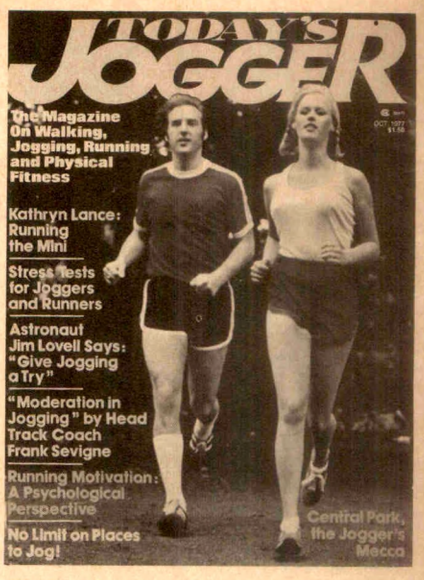
Librarians concerned with the upbeat reader of the 1970s should be aware of this new entrant into the women's magazine field in order that it can be positioned among the established competitors. Published by Lopez Publications Inc., 21 West 26th Street, New York, New York 10010, 8½ x 11, $10 per year.

Getting in Shape

"You can do it almost anywhere . . . anytime . . . and you don't have to pay to do it!" Jogging is among America's fastest growing sports and is the main topic of a new bimonthly in the sports magazine field, *Today's Jogger*.

Serious runners have been leading the pack since 1966 with the monthly *Runner's World*. This periodical identified itself early in 1977 (as a result of a questionnaire) as appealing predominantly to male distance runners, ages 25–49. However, with joggers swelling the ranks to some 10 million men, women, and children who jog or run regularly, a magazine has been developed by Stories, Layouts & Press, Inc., for those runners whose preference is jogging. With its first issue in October 1977, *Today's Jogger* identified itself as "the magazine on walking, jogging, running and physical fitness."

Noted personalities and authorities in the jogging world confirm its joys in the lead column of each issue. The second issue includes such notables as the author of "Focus on Fitness" (Dr. Ruth



Hammack Alexander) and Senator William Proxmire. Interestingly enough, there is an article "On Stretching and Running" by Bob Anderson, the publisher of *Runner's World*.

Regular columns also include Run Jog Run Jog (featuring first-person experiences and advice of interest to runners by Consulting Editor Kathryn Lance, author of "Running for Health and Beauty"); At A Gallop (physiological questions and answers); and The Running Experience (race events). Filling out the 60-plus pages are articles on jogging attire, personality interviews, injury prevention and cure, training and exercise guides, and health advice.

As this periodical matures one might expect an expansion in its list of contributing editors. With such a popular subject, the staff should have at its fingertips (or at its feet) an entire world from which to select writers for its "Joggers in this Issue" column.

Only two companies, Adidas and Pony, have advertised so far, and no advertising staff is listed on the masthead.

8x11, bimonthly, $1.50 per issue on newsstands (apparently also available on subscription as a manager of Subscriptions Service is listed): Stories, Layouts & Press, Inc., 257 Park Avenue South, New York, NY 10010.

This month's column is written by David Lupton, who hounds the newsstands to find general interest magazines of possible interest to libraries. Some are available on subscription, some not. Lupton heads the Serials Department of Colorado State University Libraries in Fort Collins.

AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

February

13-March 3: *Institute on Career Collections Development and Counseling,* U. Pittsburgh/GSLIS. Spons., UP/GSLIS & USOE. Participants will receive a stipend of $75 per week, but they (or their organizations) assume finan. responsibility for travel, accoms., and living expenses while attending. S. Fine, UP/GSLIS, Pittsburgh 15260 (412-624-5237).

22-24: *Staff Training and Development Seminar,* Shoreham Hotel, Washington, D.C. Spons., Federal L. Committee. Fee, $175 (personal checks payable to LC; any agency paying fee, submit Opt. Form 37). For supervisors in fed. and special ls. or persons seeking careers in l. mgmt. Costabile Associates, 4720 Montgomery Lane, Suite 707, Bethesda, MD 20014 (301-986-8560).

23-25: *Online: Phase II,* Austin, Texas. Spons., Texas chapters of the Special L. Assn. & the American Society for Info. Science. Fees: $20 for mems. who preregister; $30 for nonmems. and mems. registering at the meeting; $10 for students. N. Tissing, Texas Med. Assn. L., 1810 North Lamar, Austin, 78701 (512-477-6074).

March

8-9: *Library Services for Older Adults,* U. Calif. Extension Ctr., San Francisco. Spons., UC-Berkeley Ext. & Calif. LA. Fee, $75 (incl. lunches). Gerontology Studies, UC Extension, 2223 Fulton St., Berkeley 94720 (415-642-1061).

MAJOR DATES

ALA Annual Conference
Chicago — June 24–30, 1978
Dallas — June 24–30, 1979

ALA Midwinter
Chicago — Jan. 21–27, 1979
Chicago — Jan. 20–26, 1980

Executive Board
Spring Meeting — Ap. 26–27, 1978

National Library Week — Ap. 2–8, 1978

Children's Book Week — Nov. 13–19, 1978

13-14: *Measurement and Evaluation of Library Services,* Chicago. Spons., King Research, Inc. Fee, $200 or $150 prior to Feb. 15. King Research, Inc., 6000 Executive Blvd., Suite 307, Rockville, MD 20852.

16-17: *Southeastern Conference on Approaches to Bibliographic Instruction,* College of Charleston, Charleston, S.C. (See Dec. issue, p. 626.)

30-April 2: *Personnel Evaluation Institute,* Illinois State U., Normal-Bloomington, Ill. M. Neely, ISU, Normal-Bloomington (309-438-5631).

April

7: *Pennsylvania Documents—How to Acquire, Control and Use Them,* Nittany Lion Inn, Univ. Park, Pa. Spons., Govt. Docs. Round Table of the Pa. LA. M. A. Burns Duffy, West Chester State Col. LL., West Chester, PA 19380 (215-436-2869).

12-14: Alabama-Mississippi Joint Mtg., Birmingham. R. Waldrop, ALA, POB BY, University 35486.

19-22: Washington LA Annual Conf., Sea-Tac Red Lion Motor Inn, Seattle. Programs on uses of technol. in ls.—e.g., in bldg. & remodeling, on-line retrieval—plus hands-on workshops. Z. Pribble, Wash. Reg. L. for the Blind & Phys. Handicapped, 811 Harrison, Seattle 98129.

23-28: *Effective Use of OCLC,* Kent State U. Ls., Kent, Ohio. Fee, $325. A. M. Allison, KSU Ls., Kent 44242 (216-672-3021).

28-29: *Involving Students in Media Programs,* Kent State U./SLS, Kent, Ohio. C. O. Jackson, KSU/SLS, Kent 44242 (216-672-2782).

28-29: *The New Copyright Act and Its Legal, Ethical and Practical Implications,* SUNY/SLIS, Albany. Fee: 2 days, $75; 1 day, $40. For policy makers in ls., school districts, and TV stations. COLLOQUIUM, SUNY/SLIS, Albany 12222.

May

4-5: *The Child in Focus,* Holiday Inn, Hamilton, Ontario. E. Cummings, Niagara Reg. L. System, 15 Lloyd St., St. Catharines, Ontario L2S 2N7 (416-684-4904).

5: *Discography: Its Structure and Functions,* SUNY/SLIS, Albany. Fee, $25. Coord. of Continuing Ed., SUNY/SLIS, Albany 12222.

11-13: Idaho LA Annual Conf., Sun Valley. A. Green, Portneuf Dist. L., 5210 Stuart, Pocatello 83201 (208-237-2192).

11-13: Maine LA-Maine Media Assn. Annual Conf., Ramada Inn, Bangor. B. Davis, Bangor P.L., 145 Harlow St., Bangor 04401.

12-13: Midwest Academic Lns. Annual Conf., Ball State U., Muncie. N. Williams, BSU/DLS, Muncie 47306 (317-285-7356).

13: *Fourteenth Annual Storytelling Institute,* Hillwood Commons, LIU, C. W. Post campus, Greenvale, N.Y. Spons., Palmer Grad. L. S., the Children's Services Div. of Nassau Library System, et al. Fee, $8.50 (incl. lunch). Workshops explore Long Island folklore, featuring author Seon Manley. D. L. Spirt, PGLS, C. W. Post Center/LIU, Greenvale 11548.

16-19: *Library Management Skills Institute,* Chicago. Spons., Office of Univ. L. Mgmt. Studies, Assn. of Res. Ls. Fee, $175 (incl. materials). For persons with admin. responsibilities in res. & acad. ls. OMS/ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036 (202-232-8656).

17-19: *Recruiting, Evaluating and Developing Library Staff,* U. South Dakota, Vermillion. Fee, $150 (incl. instruc. costs, materials, transportation from and to airlines, & room/board). C. N. Kaufman, USD/School of Business, Vermillion 57069 (605-677-5232).

18-20: *The Craft of Proposal Writing,* Pratt Manhattan Center, NYC. Spons., Pratt Institute/GSLIS. Fees, $75 to $150. R. Garoogian, Asst. Dean, Pratt Inst./GSLIS, Brooklyn 11205 (212-636-3704).

June

4-9: *Effective Use of OCLC* (see April 23-28).

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

April: Idaho, Massachusetts, Oklahoma, Oregon, Virgin Islands.

June: Colorado, Hawaii, New York.

August: Indiana.

September: Alaska, Connecticut, Kentucky, Louisiana, Minnesota, Nebraska, New Hampshire, New Jersey, North Dakota, Ohio, Virginia, Wisconsin.

October: Alabama, Delaware, District of Columbia, Florida (or November), Maryland, Mississippi, Montana, Rhode Island, West Virginia, U. S. Indians.

November: Arkansas, Illinois, Missouri, South Carolina, Texas, Utah.

Fall: Kansas (or Spring '79), Nevada, North Carolina.

December: Arizona, Tennessee, American Samoa, Guam, N. Mariana Is., Trust Territory.

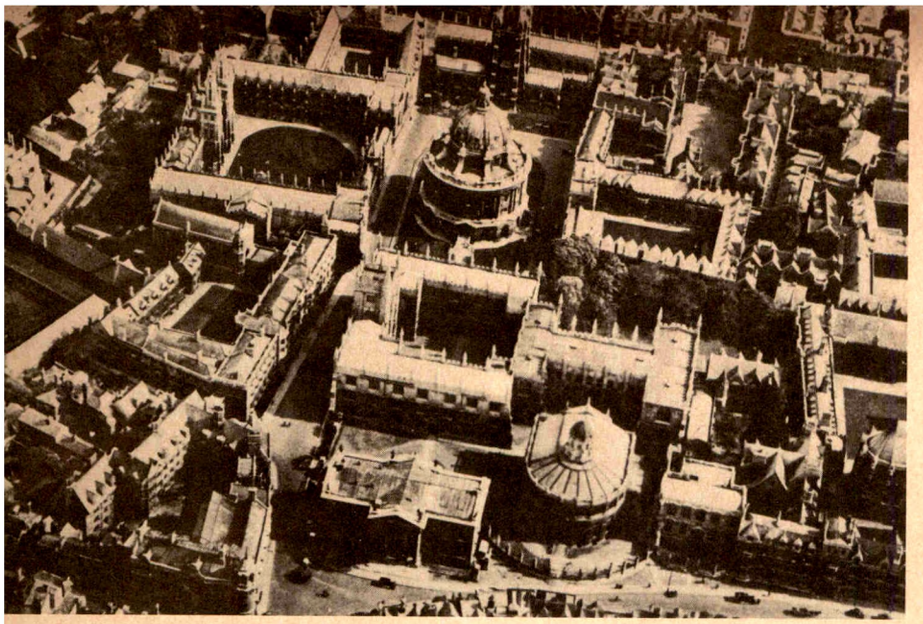
Feb. '79: Puerto Rico.

March '79: California, Iowa, Michigan, New Mexico (or April).

April '79: Washington, Maine.

May '79: Vermont.

South Dakota and Wyoming have not yet determined if they will hold pre-WHCLIS meetings.



This year's Oxford seminar on British libraries and librarianship highlights visits to the domed Radcliffe Camera (center) and the Bodleian Library (just below). The Bodleian has over two million volumes and the largest collection of Oriental manuscripts in Europe. Seminar students will take a series of trips to other representative facilities, where they will have an opportunity to talk with curators of several historic libraries. See June 11–30.

11-30: *Second British Libraries and Librarianship Seminar*, Oxford, Eng. Spons., U. Okla. Col. of Liberal Studies & SLS, & Oxford U. 4 hrs. grad. cr. optional. "Library Seminar," UO Col. of Lib. Studies, 1700 Asp Ave., Norman 73037 (405-325-1061).

15-20: Canadian LA Annual Conf., Edmonton, Alberta. R. Banks, Cameron L., Rm. 516, U. Alberta, Edmonton, Canada T6G 2J8.

18-23: *Workshop on Systematic Strategies for Planning, Communicating, and Evaluating School Media Programs*, U. Maryland/CLIS, College Park. *Apply by April 15.* J. W. Liesener, UM/CLIS, Undergrad. L. Bldg., College Park 20742 (301-454-5451).

19-July 21: *Annual Institute for Archival Studies*, U. Denver. Fee, $410; up to 5 qtr. hrs. cr. with University Certificate of Completion. D. C. Renze, Inst. for Archival Studies, Dept. of History-424 MRB, UD, Denver 80210.

July

5-Aug. 9: *Legal Bibliography*, U. N. Carolina, Chapel Hill, Fee: $127 N.C. residents; $457 nonresidents. F. W. Roper, UNC/SLS 026A, Chapel Hill 27514.

5-Aug. 9: *Seminar in Law Librarianship*, U. N. Carolina, Chapel Hill. Fee: $127 N. C. residents; $457 nonresidents. F. W. Roper, UNC/SLC 026A, Chapel Hill 27514.

10-Aug. 4: Publishing Institute, U. Denver/GSL, Denver, Colo. Fee: $625; 6 qr. hrs. cr. optional. *Apply by April 1 (with nonrefundable $25 deposit).* Practical workshops in editing, production, and marketing plus lecture/teaching sessions covering book biz. Dean, UD/GSL, Denver 80208 (303-753-2557).

16-21: Seminar on the Acquisition of Latin American Library Materials, U. London's Institute of Ed., London, England. Fee: $20 SALALM mems.; $30 nonmems.; students free (must register and pay $12.50 for preprinted papers). Regis. & hotel forms from SALALM Secretariat, Benson Latin American Collection, U. Texas/Austin, Austin, TX 78712.

18-21: *Library Management Skills Institute*, Boston. (See May 16-19.)

20-28: *Workshop in Media Selection, Production and Management*, U. Maryland, College Park. *Apply by April 15.* Designed to help in-state participants qualify for Ed. Media Generalist II certificate. P. F. G. Keller, UM/CLIS, Undergrad. L. Bldg. 1101, College Park 20742 (301-454-5441).

24-Aug. 18: *Twelfth Annual Archives Institute*, Ga. Dept. of Archives & History, Atlanta. Fee: $225 noncr.; $576 cr.; 6 qr. hrs. cr. from Emory U. *Apply by May 15.* Training Officer, Archives Inst., Georgia Dept. of Archives and History, 330 Capitol Ave., Atlanta 30334.

August

8-17: *Libraries in Denmark; Structure and Extensive Activities.* Fee, Danish kroner 2,000. Det Danske Selskab (The Danish Institute), Kultorvet 2, DK-1175 Copenhagen K, Denmark.

14-19: *Eleventh Loughborough International Seminar on Children's Literature*, Framingham State Col., Framingham, Mass. A. A. Flowers Loughborough 1978, POB 155, Wayland, MA 01778; or M. M. Burns (617-872-3501).

17-19: Pacific Northwest LA Annual Conf., Captain Cook Hotel, Anchorage, Alaska. A. Green, Portneuf Dist. L., 5210 Stuart, Pocatello, ID 83201.

October

6-8: Southeastern LA and Southwestern LA Annual Conf., Hilton Hotel, New Orleans. Preconfs. Oct. 4-5 feature ten workshops. R. Matthews, New Orleans P.L., 219 Loyola Ave., New Orleans 70140.

12-15: West Virginia LA Annual Conf., Charleston. K. Goff, Science & Culture Center, Charleston, WV 25305.

19-20: Iowa LA Annual Conf., Howard Johnson's, Des Moines. E. G. Estes, Des Moines P.L., 100 Locust, Des Moines 50309.

November

14-17: *Library Management Skills Institute*, Washington, D.C. (See May 16-19.)

KEYWORD INDEX

AACR	April 7
Aging, services for	March 8-9
Alabama-Mississippi LA	April 12-14
Archival studies	June 19-July 21
	July 24-Aug. 18
Bibliographic instruction	March 16-17
British l. tour	June 11-30
Canadian LA	June 15-20
Career collections	Feb. 13-March 3
Children's lit.	Aug. 14-19
Children's services	May 4-5
Copyright	April 28-29
Danish libs.	Aug. 8-17
Discography	May 5
Evaluation of l. services	March 13-14
Grantsmanship/proposal writing	May 18-20
Idaho LA	May 11-13
Iowa LA	Oct. 19-20
Latin-Amer. l. matls.	July 16-21
Law lnship.	July 5-Aug. 9
Legal bibliography	July 5-Aug. 9
Maine LA-Maine Media Assn.	May 11-13
Management	May 16-19
	July 18-21
	Nov. 14-17
Media	July 20-28
Midwest Acad. Lns.	May 12-13
Mississippi-Alabama LA	April 12-14
OCLC	April 23-28
	June 4-9
Online systems	Feb. 23-25
Pacific N.W. LA	Aug. 17-19
Pennsylvania documents	April 7
Personnel evaluation	March 30-April 2
Publishing	July 10-Aug. 4
SALALM	July 16-21
School media	April 28-29
	June 18-23
Southeastern LA-Southwestern LA	Oct. 6-8
Staff selection, evaluation, dvpt.	May 17-19
Staff training & dvpt.	Feb. 22-24
Storytelling	May 13
Washington LA	April 19-22
West Virginia LA	Oct. 12-15

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SIDE TRIPPING

Rain and Other Portents in California

It was impossible to decide whether Gov. Jerry Brown, who recently signed the bill upping state library support 500 percent, or the rain, which brought some relief to this drought-stricken area, received the warmest welcome at the California Library Association's 79th Annual Conference Dec. 10–14 in San Francisco.

But mingling with the 3,000-plus conferees and sampling the varied conference program (assertive communication training, automation, periodical deselection, transcendental meditation...), one could conclude that California librarians are back to the basics of library power: organized and relentless multilevel lobbying.

Money Talks

"We cannot rely on T-shirts and buttons to further library development in California," CLA Executive Director Stefan Moses told the conferees. The CLA Council backed up this sentiment with a hefty $6,000 appropriation to hire part-time a lobbyist to stalk the legislative corridors in Sacramento on behalf of library services the first six months of this year. This move gives CLA time to sort out its legislative priorities and determine how to proceed without losing the initiative gained by the passage of the new library state aid bill.

In introducing Gov. Brown, Morris Polan, chair of the CLA Government Relations Committee, warned the assembled librarians not to get too complacent now that the aid bill had passed because Gov. Brown had a way of "comforting the afflicted and afflicting the comfortable."

Gov. Brown echoed this advice, challenging the librarians to remain active in working for library services and programs in the state political arena.

User Charges??

The need for such continuing efforts was highlighted in the question-and-answer period following Gov. Brown's address. Asked about his stance on the issue of charging for certain library services such as data base searches, the governor admitted he was unfamiliar with the problem, but declared his willingness to deal with it if librarians could present concrete proposals.

Many librarians were disconcerted when a currently debated issue of librarianship drew a blank from the head politician of their state. (Prodded by the governor's words, the CLA membership later adopted a resolution instructing units to prepare a legislative package on alternate methods of financing for library services for introduction to the current session of the state legislature.)

Working

On the local level in California, women's groups, regional chapters of CLA, employee associations, unions, and other diverse groups are actively campaigning for improved benefits and working conditions for librarians.

Librarians at the San Diego Public Library took their case to the San Diego Municipal Employees Association after compiling extensive data that showed they earned less than other city professionals with comparable jobs. The MEA, which represents city employees at the bargaining table, studied the librarians' findings and has added its strength in pursuing remedial action.

Women Library Workers chapters are also involved in attempts to increase library salaries and to secure alternate forms of employment, such as job sharing, for librarians. The Palomar Chapter of CLA, which presented a day-long preconference program on the low level of library salaries relative to those of other comparable professionals, plans to continue to monitor and work in this area of concern.

Holes in Pockets

Without these and other groups constantly pushing for the welfare of librarians, impromptu pockets of librarians, coalescing around one issue and then disbanding, will be amazed at "how little can be achieved with lots and lots of work," as Sue Galloway, a librarian at UC-San Diego, described an experience in working for a more equitable library pay scale when she was at Berkeley.

Said Stefan Moses, "Self-interest is an honest motivation" in striving for the continued development of library services. He called on the association's members to "help CLA catch up with the future."

And, as evidenced by this conference, CLA and the other groups mentioned have a good running start at doing so—perhaps better than librarians in any other area of the country.

—Arlan Bushman

Now even a small library can afford the same theft protection as a large one.

3M Tattle Tape® Brand Book Detection Systems have been saving the collections —and money—of large libraries for years.

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The new Tattle Tape Model 1250 Book Detection System for smaller libraries. It's an idea that is long overdue.

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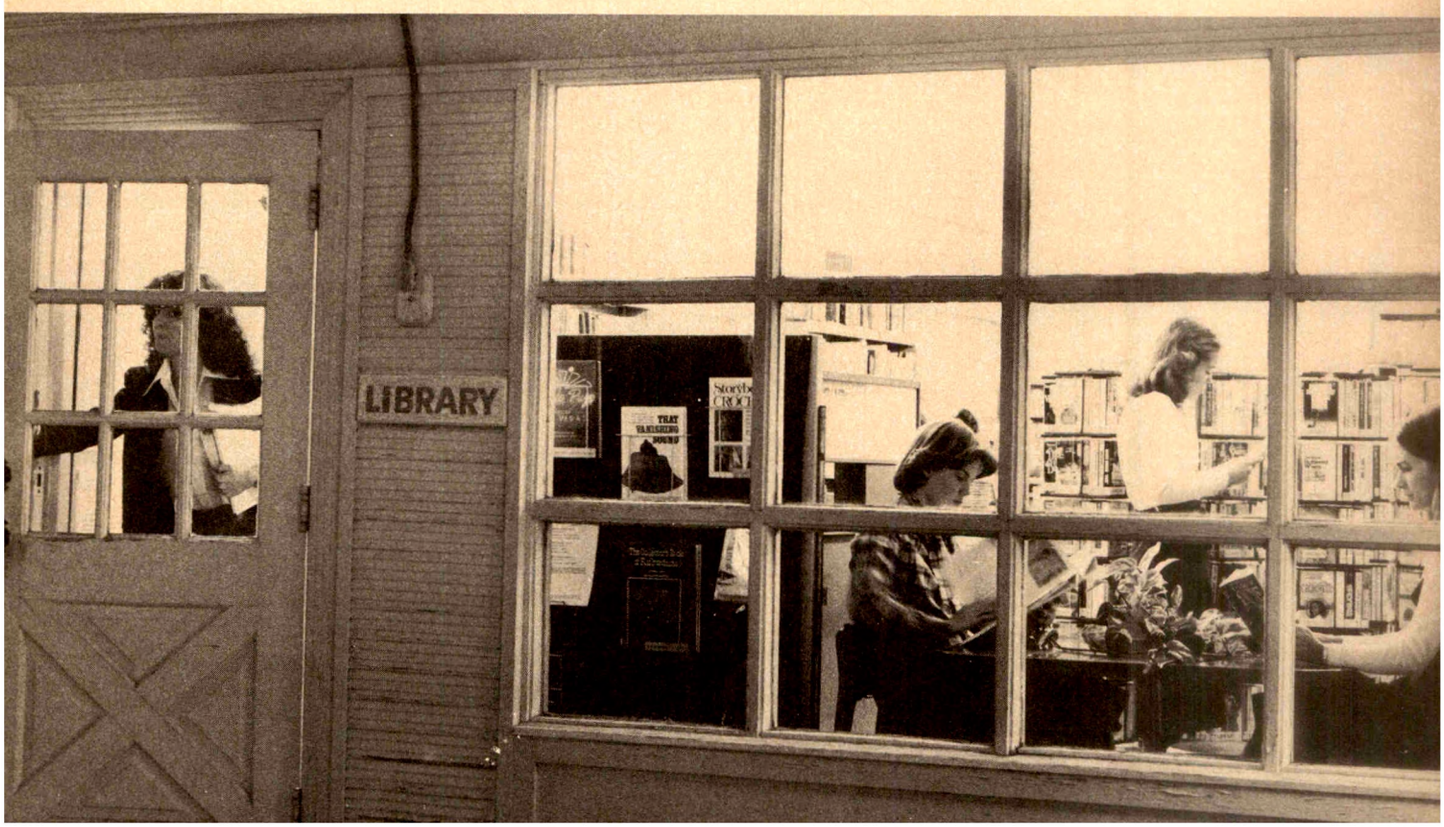


THE SOURCE

ALA GENERAL NEWS

Apply Now for ALA Awards

Application deadlines are approaching for several ALA awards, citations, scholarships and grants for 1978. The awards include:

American Library History Round Table Essay Award: $200 for an essay demonstrating excellence in library history research. Entries, which should not exceed 25 typewritten pages, may not be published or under consideration for publication. Deadline is March 1. Send entries to Haynes McMullen, Graduate School of Library Science, University of North Carolina, Chapel Hill, NC 27514.

Dartmouth Medal: a medal for creating outstanding reference works in 1977 through writing, compiling, editing, publishing, or using sources such as data banks. Deadline is March 15. Send nominations to Thomas P. Slavens, School of Library Science, University of Michigan, Ann Arbor, MI 48109.

Library Research Round Table Award: up to two $500 awards for outstanding research reports 75 pages or shorter. Research papers completed in pursuit of academic degrees are not eligible. Deadline is April 1. Send three copies of entries to Robert Burr, Crosby L., Gonzaga University, Spokane, WA 99202.

Eunice Rockwell Oberly Memorial Award: citation and cash award presented to an American citizen who compiled the best bibliography on agriculture or related sciences in 1976–77. Deadline is March 15. Send nominations to Leila Padgett Moran, National Agriculture Library, Beltsville, MD 20705.

John R. Rowe Memorial Award: $500 for an individual or group to aid or improve an aspect of librarianship or library service. Deadline is April 1. Information and application forms are available from Beatrice James, 90 Harcourt Ave., Bergenfield, NJ 07621.

Isadore Gilbert Mudge Citation: recognition given at the ALA annual conference to a person who has made a distinguished contribution to reference librarianship by creating library programs, writing reference books or articles, or teaching reference services. Deadline is March 15. Send nominations to Robert Klassen, Officer of Libraries and Learning Resources, U.S. Office of Education, 7th and D St., S.W., Room 3124, Washington, DC 20202.

Frederic G. Melcher Scholarship: $4,000 award established by the Association for Library Service to Children to assist young people entering the children's library service field. Candidates must be accepted for admission to an ALA-accredited library school. Deadline is March 15. Apply to Mary Jane Anderson, ALA, 50 E. Huron St., Chicago, IL 60611.

Statistical Publications Wanted

The American Library Association's LAD/LOMS Committee on Statistics for Reference Service is seeking copies of publications containing statistics librarians have used to promote reference service. Brochures, annual reports, posters, press releases, and other publications are acceptable.

A program on statistical publications is planned for ALA's Annual Conference in June. Send publications to Bruce Miller, Administrative Assistant, Northwestern University Library, Evanston, IL 60201.

Note Handbook Changes

The following changes apply to the *ALA Handbook of Organization*, 1977–1978:

- p. 66, *Personal Crisis Information Task Force*—correct name is Lorne Amey. Use same name correction on p. 115.
- p. 68, Government Documents Round Table, Task Force chairpersons: *add* State Documents—Ruth D. Hartman, Library, Central Washington University, Ellensburg, WA 98926.
- p. 74, Council of Library Technical Assistants—should be Council on Library Technical Assistants.
- p. 75, Representatives to other organizations: *add* LC Network Advisory Committee—Robert Wedgeworth, ALA.

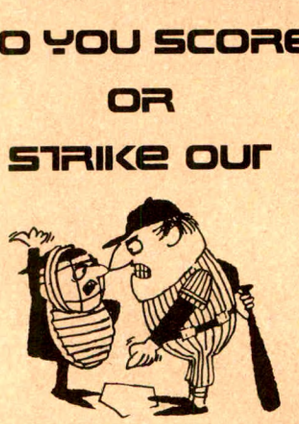
Case Leaves ALA for National Policy Center

After seven years as a highly valuable member of ALA's Washington Office, Sara Case resigned in January to begin a legal internship at the Center for National Policy Review.

Recently, she was working only half time at ALA in order to study for a law degree at Catholic University, where she earned an MLS. She hopes to complete her work on the J.D. in May 1979 while working at the new post.

Founded in 1904, the Center of National Policy Review conducts nonpartisan research and review of policies with urban and racial implications. Case will be working on behalf of a coalition of civil rights and fair housing organizations to end discriminatory practices in home mortgage lending. She hopes to broaden her legal interests and skills and learn more about how lawyers get things done in the Capital.

UPDATE: LIBRARYLAND



THE ACTIVIST LIBRARIAN QUIZ

"Do you score or strike out?" asks "The Activist Librarian Quiz," a brochure published by the New York Library Association. The quiz helps public, school, and academic librarians rate their performance through multiple choice questions. Quiz-takers with the highest scores are dubbed "activist librarians"; those with low scores are termed "disgrace(s) to the profession." Available from NYLA Publications, 60 E. 42 St., Suite 1242, New York, NY 10017.

An experimental program providing Hennepin County (Minn.) residents with free bus transportation to the public library has been unsuccessful, according to a report issued recently by the library. The year-long program, which started in September 1976, was intended to increase library use. Buses ran under capacity, and the cost averaged $12 per rider.

The average salary for special librarians increased from $16,300 to $17,200, or 5.5 percent, between 1976 and 1977, according to a Special Library Association survey. The median salary increased from $15,000 to $16,000, or 6.6 percent. Overall salary increases reported by the survey are approximately the same as the increase in the Consumer Price Index.

The Council on Library Resources, Inc., is in the midst of preparing a detailed implementation plan for a national periodicals center (see *AL* June 1977, p. 287.) The plan will specify technical requirements for operating the center, including location, design, equipment, personnel, services, collection, management, data processing support systems, schedules, prices, and costs. The National Commission on Libraries and Information Science has recommended that the center be implemented by the Library of Congress.

A new edition of "American Literary Manuscripts" almost doubles the number of listings in the first edition. Compiled by 75 scholars and librarians nationwide, the publication covers library acquisitions since 1960. It lists 400 more authors and 327 more libraries than the first edition did. Available for $16 prepaid from University of Georgia Press, Athens, GA 30602.

ERIC Clearinghouse on Information Resources is seeking information about unpublished, uncopyrighted, education materials which normally receive limited distribution. Professional educators, information scientists, librarians, and students wishing to disseminate original research reports and studies should write to B. J. Vaughn, Director of Acquisitions, ERIC Clearinghouse on Information Resources, School of Education, Syracuse University, Syracuse, NY 13210.

The American Folklife Center at the Library of Congress recently published the first edition of *Folklife Center News*, a quarterly newsletter featuring information on Center activities, Library of Congress folklife resources, and views of American folk culturists. The newsletter is free from the American Folklife Center, Library of Congress, Washington, DC 20540.

Libraries losing books through fire, flood, or other natural disasters may order replacement copies at a 50-percent discount from Gale Research Co., Book Tower, Detroit, MI 48226. Order forms should indicate that the requested books replace lost copies.

Library standards. *Ed. note: In this space, American Libraries will attempt to report pertinent final actions and calls for comment as they appear in recent issues of "Standards Action," published biweekly by the American National Standards Institute (ANSI), 1430 Broadway, NYC 10018. Comments and questions should be addressed to ANSI. Publication of standards is announced in ANSI's bimonthly "Listing of New and Revised American National Standards."*

The following "final actions" by ANSI's Board of Standards Review were reported recently:

Directories of Libraries and Information Centers, **ANSI Z39.10-1971** (reaffirmation). Lists recommendations for the compilation of library and information center directories so that the essential information will be presented in the most suitable and efficient form. Reaffirmation date: September 7, 1977.

Synoptics, **ANSI Z39.34** (new standard). Defines a synoptic as a concise (usually two-page) first publication in a primary journal, which presents in a directly usable form those key ideas and results from a simultaneously available full paper on completed work that the author(s) has selected as being most important and useful to others. This standard elaborates on the definition and role of synoptics, recommended length and style requirements, various types and availabilities of back-up full papers, and referencing practices. An appendix contains examples of synoptics and information on experience with them. Approval date: September 7, 1977.

Trade Catalogs, **ANSI Z39.6-1965** (reaffirmation). Covers the production of trade catalogs so that they will contain the maximum amount of necessary information in a form that can be used most easily. This standard is designed to aid manufacturers and distributors in achieving greater economy in the art work, layout, and production of trade catalogs and in their use; to improve the value, reliability, and usefulness of trade catalogs as a continuing reference for users; and to serve as a checklist for the prevention of omissions and oversights. Reaffirmation date: September 7, 1977.

Compiling Book Publishing Statistics, **ANSI Z39.8** (revision of ANSI Z39.8-1968). Refers to statistics that embrace printed books and pamphlets published in the United States and made available to the public. In general, these publications should be included in bibliographies that are national in scope. Approval date: November 9, 1977.

The following standard has been published by ANSI:

Development of Identification Codes for Use by the Bibliographic Community, **ANSI Z39.33-1977,** $3.

INTELLECTUAL FREEDOM

OIF Offers 1st Amendment AV

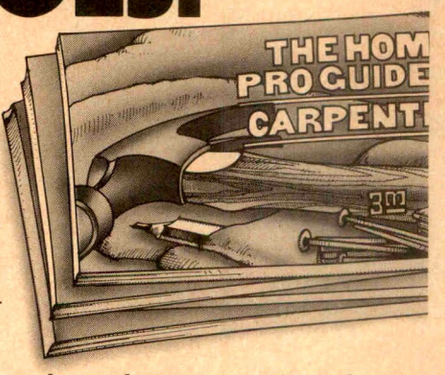
"Freedom in America: The Two-Century Record," a set of two audiocassettes and two filmstrips on the First Amendment, is now available from the American Library Association.

Edited from a 1976 Annual Conference presentation by the ALA Office for Intellectual Freedom, the production is in two parts.

Part I explains the First Amendment as the nation's founding fathers envisioned it. Outlining the history of freedom of expression in the United States, it notes why the First Amendment was created.

Part I also shows how Congress has violated the First Amendment at various times in history. It discusses two landmark Supreme Court decisions which

PAPERBACK TOOLS.



The 3M Brand Home Pro Guide Set covers 14 popular do-it-yourself subjects including floor and carpet installation, brick and concrete work, reupholstering, furniture refinishing, and more.

Written by communications specialists, well illustrated and easy to follow, they take the reader through most repair and improvement jobs step by step from start to finish.

Write or call: 3M Library Systems, 3M Center, Building 220-9E, St. Paul, Minnesota 55101. 617-944-2224.

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paved the way for freedom of expression.

Part II of the series concerns First Amendment challenges during World War II and the McCarthy era. It also discusses actions of dissent connected to racial segregation and the Vietnam War.

Part II explains recent Supreme Court decisions on freedom of expression and summarizes the philosophy of James Madison, one of the U.S. Constitution's founders.

Each part of "Freedom in America" is 12 minutes long. The set comes with a discussion guide featuring tips for presenting the filmstrips, suggested discussion topics, and a bibliography of First Amendment readings.

The set is available for $65 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611.

Speaker Rental Now Possible

The Speaker: A Film About Freedom, coproduced by ALA's Intellectual Freedom Committee, is now available for rental for $16.50 from Audio Visual Services, Kent State University, Kent, OH 44242.

The rental order number for the 42-minute, color film is DC179. For more information, call 216/672-3456.

YOUNG PEOPLE

Book Nook

There's a niche for everyone at the new public library in East Brunswick, N.J., where a quiet reading mound has been constructed for children. Built with plywood, the mound is covered with the same carpet found in the rest of the library. From time to time it is decorated with soft sculptures, posters, and kites.

This 36" x 7" brightly colored banner, created by Stan and Jan Berenstain, is an eye-catching bulletin board item.

CBC Offers PETS Materials

In keeping with the animal theme of its 1978 Year-Round Reading Program, the Children's Books Council, Inc., is selling cartoon-style, animal-adorned library materials.

Barnyard creatures crammed in an airborne gondola appear on a 17"x22" full-color poster bearing the program's name, "PETS." Bookmarks featuring illustrated animal riddles and their answers and a puzzle challenging children to find 114 animals hidden in a picture also are available.

Other materials include a colorful 36"x7" "Pet Parade" banner designed for bulletin board use and a pamphlet containing an annotated list of 55 children's books. The pamphlet also features a directory of organizations supplying information on pets and animals.

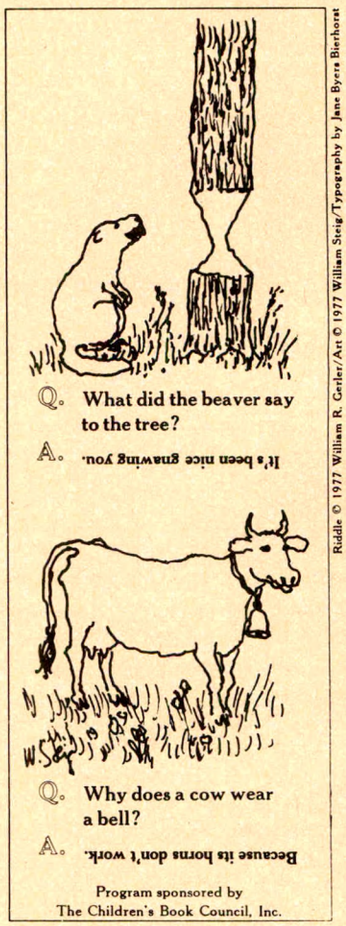
All materials can be purchased individually or in a $10 kit containing one poster, one banner, 100 bookmarks, five puzzles, and one pamphlet. For a brochure describing the materials, send a self-addressed, stamped envelope to Current Materials Brochure, Children's Book Council, Inc., 67 Irving Place, New York, N.Y. 10003.

"Kids' Stuff" Adds Life To Children's Cataloging

"Grouches, Grumps, and Grinches," "Hiccups," "Brownies and Elves," and "Pretending" are among topics mentioned in "Kids' Stuff," a brochure listing child-oriented subject headings in the Hennepin County (Minn.) Library materials catalog.

The brochure reflects the library's attempt to create parity between child and adult materials through cataloging with more specific, "revealing" subject headings. The cataloging system is designed to make children's materials more accessible.

Prepared by Head Cataloger Sanford Berman, the brochure is available by sending a self-addressed, stamped envelope to Hennepin County Library, Public Information Section, 7009 York Ave. S., Edina, MN 55435.



This bookmark by William Gerler, illustrated by William Steig, is one of two 3½" x 9¼" markers available in packs of 100.

Folklore To Be Symposium Topic

"Folklore: Unique and Universal," a three-day symposium, will open the Boston Public Library's fourth annual Children's Book International exhibition May 14, 15, and 16. Speakers will discuss folklore from the viewpoints of scholars, historians, collectors, and storytellers of different nations and cultures.

The exhibition, which will feature children's books in many languages, will continue through June 16. For more in-

formation, write to Children's Books International IV, Children's Room, Boston Public Library, Boston, MA 02117.

$500 Grants Available For Parent Program Organizers

Organizers of children's book programs directed toward parents are eligible for $500 grants offered by the Children's Book Council in 1978-79. The grants, which are not fixed in number, are intended to encourage librarians, educators, and booksellers to acquaint their communities with children's literature.

The Council will consider how well proposed programs meet the needs of the community they are intended to serve. All programs must be geared toward parents.

Grant recipients must submit follow-up program reports to the Council, which hopes to publicize the information. Applicants should send letters describing their proposals, projected budgets, cooperating groups, and methods for informing parents about their projects to J. Donovan, Children's Book Council, 67 Irving Pl., New York, NY 10003. The application deadline is April 30.

Model Preschool Centers Funded

Treehouses, puppet theaters, and animal areas are a few of the many features planned for two preschool centers at the Gail Borden Public Library, Elgin, Ill., and the Public Library of Columbus and Franklin County, Ohio.

Planners are designing the centers to offer young children social and intellectual growth and to establish library use habits. The Ohio library's center will place special emphasis on the handicapped and disadvantaged child.

Gail Borden Library will use its $44,770 grant to create a media library for 1- to 6-year-olds. Occupying 2,860 square feet in a converted meeting room, the center will contain areas for music, animals, films, toys, and books. It also will feature a playhouse climber and a parents' nook.

The library plans to purchase and catalog 7,000 picture books and increase its record, audiovisual, toy, puzzle, and film collections.

It will expand the children's library staff, broaden children's programs, and publicize availability of library services.

The Columbus and Franklin County Public Library will use its $100,190 grant to create a "Center of Discovery" at its main branch. The area, which will serve as a model for the rest of the library system, will feature a treehouse, puppet theater, and various learning modules.

The center will offer innovative preschool children's programming daily and provide individual guidance to parents wishing to stimulate their children's interest in learning. Staff members will be trained in early childhood education.

The center will develop a strong outreach program to improve rapport between the library and other agencies serving Franklin County preschoolers.

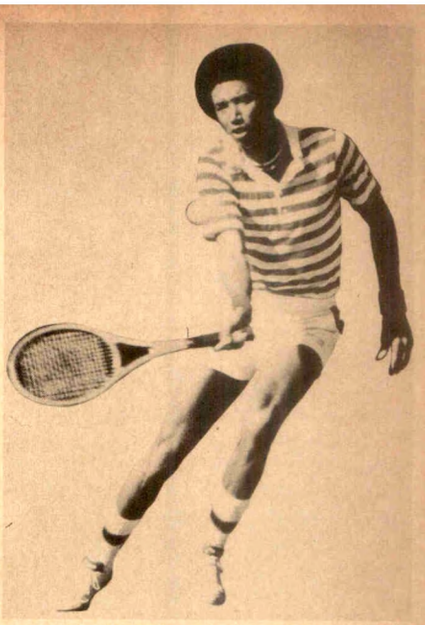
PR & PUBLICITY

PR—Nonprofit Style

"Planning and Setting Objectives," "Making the Most of Special Events," and "Working with Volunteers" are among titles in a series of Public Relations Society of America guides for nonprofit organizations.

Managing Your Public Relations: Guidelines for Nonprofit Organizations contains six booklets published under a 1976 Ittleson Foundation grant. Topics include "Using Publicity to Best Advantage," "Measuring Potential and Evaluating Results," and "Using Standards to Strengthen Public Relations."

The series, which is aimed at management and board volunteers, is $12 prepaid from PRSA, 845 Third Ave., New York, NY 10022. Single guides are $2.50 each, also prepaid.



Arthur Ashe

Ashe Nets Publicity For Michigan Libraries

"For every hour devoted to sports, spend two in your library." To promote this slogan, the Michigan Library Association is featuring tennis champion Arthur Ashe on its promotional posters, bookmarks, bus signs, and radio spots. The campaign is now in its second year.

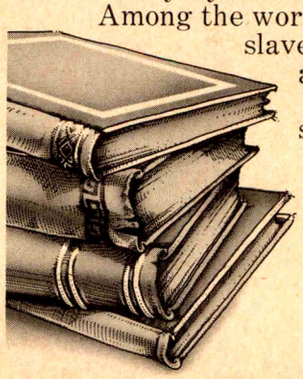
Promotional materials are available from the Michigan Library Association office, 226 W. Washtenaw, Lansing, MI 48933.

RARE OPPORTUNITY.

Over 150 rare examples of early Black literature and history are now available on 4" x 6" microfiche from 3M Library Systems.

Among the works are a 1790 hand-written list of the slave population on a Virginia plantation, a history of Black soldiers during the Revolutionary and Civil Wars, poems, sermons, autobiographies, and more.

For information write: 3M Library Systems, 3M Center, Building 220-9E, St. Paul, Minnesota 55101.



3M COMPANY

MEDIA MINDED by Deirdre Boyle

Media on Media

Ed. note: Deirdre Boyle periodically features "Media on Media" in her monthly column.

Susan Sontag's *On Photography* is probably the most significant analysis of media in our culture to appear in the last decade. "To write about photography properly is to write about the world," Sontag says. Her polemic explores photography in a culture inhabited by "image junkies"—consumers inextricably caught up in a world of images.

Through pointed epigrams and contradictions, Sontag indicts image-dependent society as she discusses the ubiquitous family snapshot and photography's role in the latest art craze. Self-appointed media advocates or antagonists cannot escape her charges: we are all wrapped up in the image world she indicts.

Douglas Davis, writing in *Newsweek*, notes, "Even as she (Sontag) denounces it, she raises photography to a new level of seriousness. After Sontag, photography must be written about not only as a force in the arts, but as one that is increasingly powerful in the nature and destiny of our global society."

Jill Krementz

Susan Sontag

The six essays in *On Photography* originally were published in a different form in the *New York Review of Books*. Sontag has further refined her piercing perceptions and included an appendix of quotations by writers such as Thoreau, Moholy-Nagy, and Agatha Christie. Publishers Farrar, Straus and Giroux claim the book "is an aesthetic proclamation about art in our time." It is that and much more.

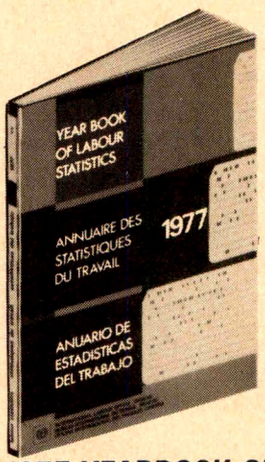
Americana on the Air

"Who knows what evil lurks in the hearts of men?" Thousands of radio buffs who remember that opening line during the golden years of broadcasting will reply, "The Shadow!" Access to old radio programs now is provided by a company called Airwaves, which rents and sells tapes of such vintage shows as *Jack Benny, Fibber McGee and Molly, Amos 'n' Andy, Bob and Ray, The Mercury Theater*, and many others. Airwaves also publishes a monthly newsletter that is uneven and idiosyncratic in style. It is the tape collection that makes Airwaves a good source for libraries with audio collections and an interest in American culture and communications. Request the tape catalog from Airwaves, 201 E. Porter, Kirksville, MO 63501.

PUBLICATIONS OF THE ILO

The International Labor Organization (ILO) was created under the Treaty of Versailles in 1919, and became in 1946 the first specialized agency associated with the United Nations. The ILO is unique among world organizations in that workers' and employers' representatives have an equal voice with those of governments of its 134 member countries.

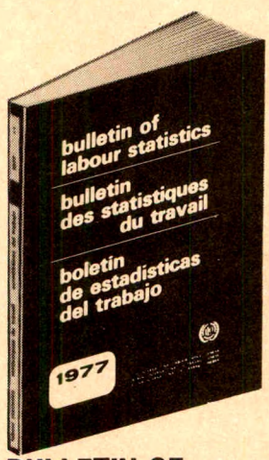
The publications of the I.L.O. provide a unique source of information in a variety of fields as well as labor and social affairs.



1977 YEARBOOK OF LABOR STATISTICS

The YEARBOOK presents a summary of the principal labor statistics in some 190 countries or territories in such areas as: total and economically active population — employment — unemployment — hours of work — labor productivity — wages — industrial disputes — consumer prices (including general indices for food, fuel, light, clothing and rent.)

Standing order is available for the Yearbook. 980 pp. **$37.95**



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Film and Video Source Books

Librarians are finding it difficult to locate information about works by independent film and video makers who choose to distribute their own products. As a result, New York City's Media Equipment Resource Center, funded by the State Council on the Arts, has taken the lead in providing information on videotapes and films made with state dollars.

The MERC Directory includes works by documentary and personal media makers such as DeeDee Halleck, Nancy Holt, Coleen Fitzgibbon, Babette Mangolte, Anita Thacher, and Bill and Esti Marpet. Works on 16mm, super 8mm, and videotape are featured in the directory, which includes titles, running times, fees, descriptive annotations, and distributor's addresses.

New York State residents can get the directory free from the Center for Arts Information, 80 Centre St., New York, NY 10013. Out-of-state residents may obtain the booklet for $1 from the Public Center for Cultural Resources, 27 W. 53 St., New York, NY 10019.

Argus Archives has published a looseleaf guide to *Films for Humane Education,* listing nearly 50 films on animals that are oppressed or abused. Available for $2.50 from Argus Archives, 228 E. 49 St., New York NY 10017. □

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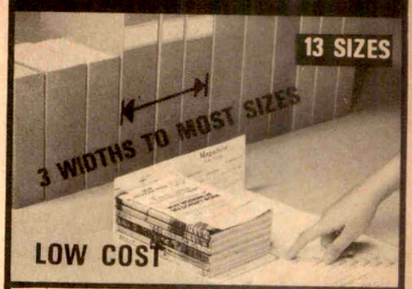

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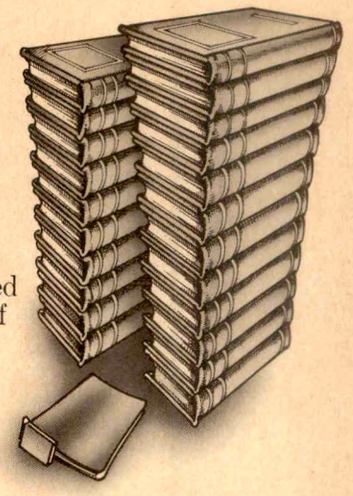

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EDUCATION

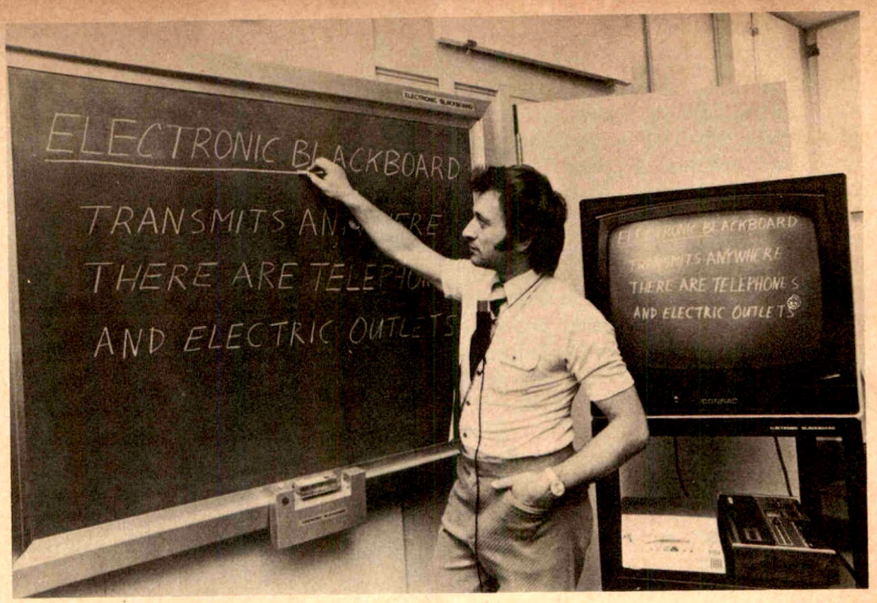
Electronic Blackboard Teaches Impulsively

The instructor writes a lesson on the blackboard in chalk. Her writing is converted into electrical signals and transmitted over a telephone line. Somewhere at the other end of the nation, another class sees the instructor's lesson on a video monitor.

Scenes such as this will be possible with the help of Gemini 100, an electronic blackboard created by the Bell System. By the end of the first quarter of this year, Gemini is expected to be available nationwide.

The electronic blackboard can transmit graphic material various distances and provide two-way audio communication through a telephone, portable conference phone, or speakerphone. Paper copies of transmitted material can be made in less than 20 seconds by connecting a commercial hard copy machine to the video monitor.

The Gemini system, which has been tested at the University of Illinois, may have implications for training and conference sessions in librarianship, as well as possibilities for transmittal of library information.



Using the Gemini 100 electronic blackboard, a Bell Labs designer demonstrates how handwriting can be transmitted over ordinary telephone lines for instant display on a video monitor miles away.

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SLA Offers Stipends for Minorities

Minority group students interested in special librarianship are eligible for three $500 stipends to be awarded by the Special Libraries Association for the 1978–79 academic year. The awards are for one semester or one quarter of graduate study leading to a master's degree at a U.S. or Canadian information science or library school.

College seniors and graduates and library school students who belong to minority groups and have U.S. or Canadian citizenship are eligible for the stipends. Recipients must have financial need and definite interest and aptitude in special library work.

Stipend winners will be announced in May. Applications are available from the Special Libraries Association Positive Action Program for Minority Groups Committee, 235 Park Ave. S., New York, NY 10003. The application deadline is March 1.

Dollars for Scholars

Information on library-related scholarships and assistantships from national, regional, state and local institutions is available in the ALA booklet, "Financial Assistance for Library Education, Academic Year 1978–79."

Awards listed are sponsored by libraries, educational institutions, and library agencies and associations. Most programs lead to master's degrees in library science.

Some scholarships and assistantships are available for undergraduate students, technical assistants, and participants in continuing education, doctoral, and sixth-year certificate programs. The booklet denotes programs offering financial assistance to minority and foreign students.

The publication is available for 50 cents from the Library Education Division, ALA, 50 E. Huron St., Chicago, IL 60611. Institutions and associations should contact the division for multiple copies.

Teaching Data Base Users

The University of Arizona has established an Office of Information and Instructional Studies to help students and faculty use computers for research, data analysis, and retrieval and dissemination of data base information. Set up within the College of Education, the office also will sponsor developmental projects and conferences and coordinate interagency efforts relating to computer uses in education. Sylvia G. Faibisoff of the UA Graduate School of Library Science is a codirector.

Center Offers Online Training

Instruction in searching online data bases will be available at the University of Pittsburgh starting in March. The university has established an On-Line Bibliographic and Information Systems Training Center to give librarians and information specialists individualized data base training in science and technology, social sciences, business, and humanities.

Training program participants will be organized into groups of no more than 10 people with similar interests and backgrounds. Training sessions, which last three days, emphasize practice on terminals using programs that emulate commercial systems.

The fee for training will be $90 until January 1979. For reservations, write to Prof. Allen Kent, Room 801, LIS Building, University of Pittsburgh, Pittsburgh, PA 15260.

SCHOOL MEDIA CENTER

Slide Collection Highlights American History and Life

Achievements of American women, development of U.S. cities, events in transportation history, and many other topics are depicted in a collection of 2,100 slides assembled by Maryland's Instruction Resources Corp.

The slides are made from photos and drawings in the files of the Library of Congress, the National Archives, the Smithsonian Institution, and other public and private sources. Since they contain no captions, the slides can be used for a variety of purposes.

The $795 set comes with a master guide book and an index with cross references. Schools and colleges purchasing the collection will be licensed to duplicate and telecast a limited number of slides for educational purposes. Videotape and broadcast privileges, offered at no extra cost, appear to be more liberal than those permitted freely under the 1978 copyright law.

Brochures describing the slides are available from the Instruction Resources Corp., 12121 Dove Circle, Laurel, MD 20811.

HEW Publishes Media Center Statistics

Public schools with libraries numbered 74,625 in 1974 . . . Those libraries contained 507 million books and 68 million audiovisual items . . . The average number of direct library material loans was 28 per pupil during the school year.

Facts such as these appear in a 1974 study on public school libraries and media centers, now available free from HEW's National Center for Education Statistics. The study is the first the center has published since 1964.

The report contains basic statistics on library collections, staffing, expenditures, receipts, loan transactions, and physical facilities. The information, which may be slightly dated, is arranged by school enrollment size, grade level, and geographic location.

The study is based on a Library General Information Survey of 50 states and the District of Columbia. The survey response rate was 95 percent.

The study, called "Statistics of Public School Libraries Media Centers, Fall 1974," is available free from the National Center for Education Statistics, 400 Maryland Ave., S.W., Washington, DC 20202.

For Card Catalog Coaching

A variety of activities and exercises to teach students library skills are presented in "What You Always Wanted to Know About the Card Catalog and Were Afraid to Ask," by Sherry Sherrod DuPree, educational media and library science specialist.

The booklet, with its cartoon illustrations and tear-out pages, teaches Dewey Decimal concepts. Geared toward fourth through 12th grade students, it discusses topics such as call numbers and parts of a catalog card.

The 48-page booklet contains questions in each section and ends with a post test. ISBN 0-9600962-3-X, LC 77-087133, available for $3.95 plus $.90 postage and handling from Displays for Schools, Inc., P.O. Box 163, Gainesville, FL 32602.

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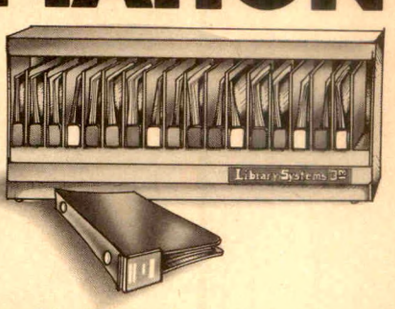

The 3M Brand Bibliographic Control System is a unique bibliographic subscription service on microfiche.

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SPECIAL SERVICES

Service to the Spanish-Speaking: Some Notes & Recent Resources

Educational gains. The most recent annual report from the Bureau of the Census on the socio-economic status of Spanish-origin Americans shows new evidence of educational gains by young adults in this group.

Based on a nationwide March 1976 survey, the report indicates that only five percent of those aged 25–29 had completed fewer than five years of school, compared with 51 percent of those 65 and over. The report also confirms that schooling is strongly related to income. Where the "head of household" had four or more years of college, median family earnings were $20,000.

In the survey, about 11.1 million persons identified themselves as being of Spanish origin, including 6.6 million Mexicans and 1.8 million Puerto Ricans. The group is a relatively youthful one, and mostly urban.

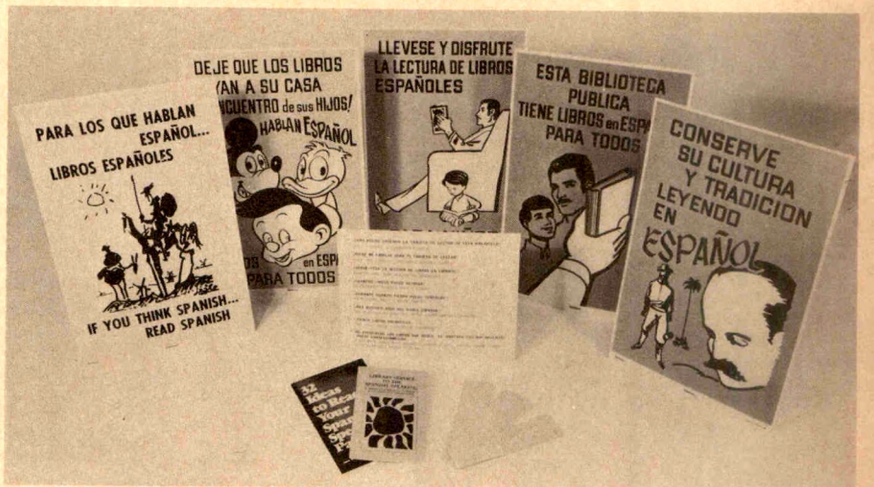
Persons of Spanish Origin in the United States, March 1976, P–20, No. 310, is available for $1.55 from the SuDocs, U.S. Govt. Printing Office, Washington, DC 20402.

Large print. A New England publisher is bringing out a line of large-print Spanish-language books. Early titles will be in the mystery, romance, adventure, and humor categories; subsequent books will reflect the wishes of librarians and readers, according to the publisher, John Curley & Associates, P.O. Box 37, Yarmouth, MA 02664. The text of all books will be newly set in 18 pt. type.

Good Spanish-language books for young people are listed in *Libros a tu Gusto*, an annotated selection prepared by the ALA/RASD Library Service to the Spanish-Speaking Committee. The brochure is in Spanish and lists eleven distributors and their addresses. Ten cents each; quantity discounts of 10% for 3–50, 20% for 51–250, and 30% for 251–1,000; from ALA Order Dept., 50 E. Huron, Chicago 60611 (8389-5509-6).

User Survey. To see if "collection content preferences" of a Spanish-speaking neighborhood could be determined and used in designing a federally-funded demonstration library, six students from San Jose State University's (then) Department of Librarianship conducted a house-to-house survey in San Jose's Gardner district during 1976/77. The results of that study, which did help build the collection, have been published as *La Biblioteca Latino Americana: User Survey (San Jose Public Library)*, Studies in Librarianship No. 2, 1977, 150 p., available for $6 *prepaid* from the Division of Library Science, San Jose State University, San Jose, CA 95192.

The experience of the Inglewood (Cal.) Public Library in launching a special program is documented in *Library Service to the Spanish-Speaking*, a 51-page study available for $5 *prepaid* from: the City of Inglewood, Finance Dept., P.O. Box 6500, Inglewood, CA 90301.



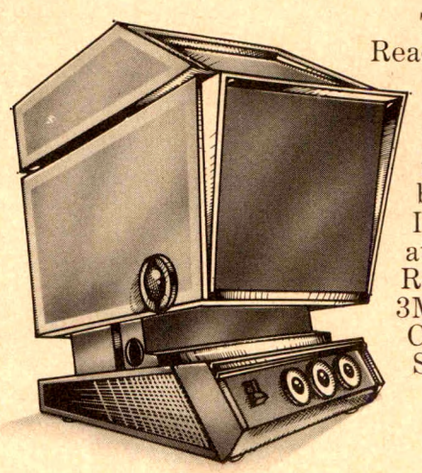
Useful library aids as well as literature for the Spanish-speaking are available from Quality Books, Inc., a publisher, distributor, and wholesaler.

A $12.95 publicity kit includes: the six posters shown (two-color, 14"x22") plus one that reads, "The Library is Free" in Spanish; an 11" x 14" bilingual desk sign to assist staff and patrons; 100 bookmarks with useful messages; a 40-page booklet, "32 Ideas to Reach Your Spanish-Speaking Patrons"; and a 10-point guide to "Library Service to the Spanish-Speaking."

Quality Books, which offers to supply any of some 200,000 titles in Spanish from Spain, has put together "An Opening Day Collection in Spanish," featuring a wide range of materials. A brochure is available.

Quality's address is 400 Anthony Trail, Northbrook, IL 60062.

NEATER READER.



The new 3M Brand 500L Reader Printer features 11 interchangeable magnification lenses, full image rotation, manual and motorized film drives, and brightness adjustment. It makes dry, low cost prints at the touch of a button. Read more about it. Write: 3M Library Systems, 3M Center, Building 220-9E, St. Paul, Minnesota 55101.

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Annotated resource lists of reference books used are included at the end of each chapter.

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Paper, 163 pp. **$10.00**

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A special section on service to the Spanish-speaking is tentatively scheduled for the May issue of the *Wilson Library Bulletin* (950 University Ave., Bronx, NY 10452).

Co-edited by Elizabeth Martinez Smith and Robert Haro, the section will include a set of "Guidelines for Serving the Spanish-Speaking" developed by a number of librarians working in the field and aired in draft form at ALA's 1977 Conference in Detroit.

A children's radio program, produced in Spanish by the Los Angeles County Public Library, provides entertainment and awareness of Latin American culture for the KALI (AM 1430) audience. The half-hour *"La Biblioteca Infantil del Aire"* has been running since March 1977. For information, write Hilda Prieto, Ethnic Book Evaluator, LA County Public Library System, 320 West Temple St., Room 800, Los Angeles, CA 90012.

WOMEN

Woman to Receive Book Honor

This month the Women's National Book Association (WNBA) will announce the winner of the 1978 Constance Lindsay Skinner Award, presented annually to a woman who has made an exceptional contribution to the book world.

Finalists for the honor are Mary Stahlman Douglas, retired book editor of *The Nashville Banner*; Charlotte Huck, professor of education at Ohio State University; and librarian Anne Pellowski, director of the United Nations Center on Children's Cultures. Finalists were selected from nominations made by the 11 WNBA chapters.

The winner was chosen by ballots appearing in the January issue of *The Bookwoman*, a WNBA publication.

Bibliography on Wife Beating

"A wife isn't a jug—she won't crack if you hit her a few times."

This old Russian proverb opens "Wife Beating," a selected, annotated bibliography of publications on wife mistreatment. Published by Current Bibliography Series, the 57-page booklet lists pamphlets, periodicals, books, newspapers, newsbanks, government publications, films, and agencies concerned with the subject. Available for $3 prepaid from Current Bibliography Series, PO Box 2709, San Diego, CA 92112.

TABS Combats School Sexism

". . . Our hope is that we can serve as an exchange center—a place where teachers, counselors, librarians, parents, and administrators can report on what works in a lesson, in the gym, in the schoolyard . . ."

So says *TABS*, a new quarterly journal of aids for fighting sexism in school. Written by a group of feminist teachers, writers, and educational editors, the magazine regularly features lesson plans, awareness exercises, suggested texts, and resource items for combatting classroom sexism. It also contains news items and a readers' forum.

Sample copies of the magazine are available free from *TABS*, 744 Carroll St., #1A, Brooklyn, NY 11215. One-year subscriptions (four issues) are $8.50 for individuals and $17 for institutions.

Massive Bibliography Covers Rights and Issues

More than 8,000 publications on legal, medical, economic, and social aspects of sex discrimination are listed in *The Sexual Barrier*, an annotated bibliography (844 pages) compiled by Marija Matich Hughes.

The book notes sex discrimination articles, pamphlets, documents, and other works published from 1960 to 1975. Topics of listed materials vary from child care to the legal status of women.

Hughes is chief librarian at the US Commission on Civil Rights National Civil Rights Library. Her work is available for $40 prepaid from Hughes Press, 500 23rd St., N.W., Box B203, Washington, DC 20037.

FOPW Issues Directory

Services and publications of groups affiliated with the Federation of Organizations for Professional Women are now listed in a handbook compiled last summer by FOPW.

The directory lists the name, address, service area, membership number, purpose, founding and annual meeting dates, services, and publications for each affiliate organization. It also tells what professions each affiliate represents. (An ALA group is noted in the index, but no summary of activities appears.)

FOPW's 104 affiliates strive to attain equal opportunity for women in education and employment. The *Directory*, which reproduces filled-in forms, is available to nonprofit organizations for $10 from FOPW, Suite 403, 2000 P St., N.W., Washington, DC 20036.

LATE JOB NOTICES

LATE JOB NOTICES (For March issue, call 312-944-6780 AFTER February 10). Listings taken by phone as space permits. 10 lines maximum, $10 per line (10-20 words per line). ALA institutional members 10% off.

DIRECTOR, BUREAU OF PUBLIC AND COOPERATIVE LIBRARY SERVICES. Vacancy soon in key management position in Wisconsin Division for Library Services. Responsible for LSCA administration, statewide consultant services, planning and monitoring system and multitype development. Library management experience required. Beginning annual salary above $20,000. Direct all inquiries: W. Lyle Eberhart, Administrator, Wisconsin Division for Library Services, 126 Langdon, Madison, WI 53702. An equal-opportunity employer.

TECHNICAL SERVICES LIBRARIAN. Responsible for ordering, cataloging, and processing of all library materials. Computerized cataloging a distinct possibility. ALA-accredited MLS + 3 yrs.' experience. $12,480 up. Open immediately. Apply: Hester H. Coward, Director, Franklin-Johnson County Public Library, Madison at Home Ave., Franklin, IN 46131.

ADULT AND YOUNG ADULT DIVISION LIBRARIAN. Responsible for reference department, adult desk, historical collection, selection, weeding, and evaluation of adult and YA materials and personnel. ALA-accredited MLS + 3 yrs.' experience. $12,480 up. Open immediately. Apply: Hester H. Coward, Director, Franklin-Johnson County Public Library, Madison at Home Ave., Franklin, IN 46131.

STATEWIDE CHILDREN'S CONSULTANT. 1 yr. position to work with library administrators and children's services personnel, to assist public libraries in developing and improving children's services and programs. Working out of Eugene (Oregon) Public Library. MLS required + 5 yrs.' progressively responsible experience in children's work. Salary & fringes $19,107 (personal services contract). Apply by Feb. 27: Keitha Odom, 1390 S. Waverly Dr., Albany, OR 97321 (503)967-4307.

2 POSITIONS. CATALOGER: original cataloging of all monographs, serials, and nonbook materials; coordination of work flow and supervision of cataloging. Some reference work, book selection, and faculty liaison. Position requires 1 yr. OCLC/LC cataloging experience and reading knowledge of 2 foreign languages. USER SERVICES LIBRARIAN: bibliographic instruction, collection development, faculty liaison, and general reference duties. Position requires degree in physical or natural sciences. Experience desirable in bibliographic instruction, in sciences and/or business, book selection in an academic library, and computerized reference services. Positions require ALA-accredited MLS and are entry faculty appointments. Minimum salary $11,500/12 months, 22 days vacation, and health insurance. TIAA/CREF available 2nd yr. Supply resume, placement papers, names of 3 individuals able to supply detailed references, letter covering what they are able to bring to position for which they are applying. Applications must be postmarked no later than Feb. 20. Appointments begin July 1. Apply: Search Committee, Library, University of Colorado, Colorado Springs, CO 80907. An equal-opportunity employer.

CLASSIFIED

Guidelines

Salary range required for all "Positions Open." "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or inferred biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

(Please state if ALA member.)

Positions Open: $2.50/printed line. ALA institutional members: 50% off ($1.25/line). No free lines.

Positions Wanted: ALA members receive 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 consecutive issues.

Joblines: For numbers and addresses of clearinghouses that provide a list of available jobs. No commercial agencies. Free listing.

Display classifieds: Boxes, larger type, prominent format. $25/column inch. 20% off for ALA institutional members. No free space. Available only for job positions or educational programs.

All other classified sections: $2.50/line.

Classifieds Deadline

Copy must be received by the **5th** of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "FILLED" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices

"Page One" section, as space permits, takes job notices after classified deadline has passed. By phone only, after 10th of the month. $10 per printed line. ALA institutional members 10% off. See complete instructions in section.

Address

Place all ads with Connie Pacholski, American Libraries, Classified Advertising, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

If your institution or organization would like its jobline listed free, send formal authorization to American Libraries, Classified Advertising.

CALIFORNIA Media and Library Educators Association Job Hotline: (415) 697-8832. To list a job: (415) 692-2350.

CALIFORNIA Library Association: (916) 443-1222 or (213) 629-5627.

COLORADO State Library: (303) 839-2210.

DISTRICT OF COLUMBIA Library: (202) 223-2272.

FLORIDA State Library: (904) 488-5232.

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library—Historical Bldg., Des Moines, IA 50319. To list a job: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association: (301) 685-5760.

MIDWEST Library Job Hotline: (517) 487-5617.

MINORITY Librarians interested in employment in public libraries: For "List of Employers Interested in Hiring Minority Librarians," enclose 50¢ to Dorothy M. Haith, Dean, School of Library Media, Alabama A&M Univ., Normal, AL 35762.

NEW JERSEY Library Association: (609) 695-2121. To list a job: (609) 292-6237.

NEW YORK Library Association: (212) 687-1352.

OREGON Library/Media Jobline: (503) 585-2232.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a job (members or nonmembers): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelopes to Marcia Hershoff, 7 Abbot St., Cumberland Hill, RI 02864.

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a job: Paul Morton, (213) 440-4044.

VIRGINIA Library Jobline: (804) 355-0384.

POSITIONS WANTED

MLS, LIU '75. BA history. Seeking entry-level ref./govt. docs. position in pub./acad./spec. library. Have volunteer and part-time experience in pub./acad. ref. Will relocate. Resume from M. Stiene, 12 South Hollow Rd., Dix Hills, NY 11746.

LIBRARIAN/MEDIA SPECIALIST, MLS '75 Indiana University, MS (Instructional systems technology) '76 Indiana University. Seeks position in any facet of library or media field. Will relocate. Write C. H. Burkart, 88 Briarcliffe Acres, Myrtle Beach, SC 29577.

MLS, 4 yrs. varied experience university, corporate, and UN libraries, automated systems, thesaurus construction, development and administration information services, knowledge of PL/I, publications. Languages: Italian, fluent; French, very good. Seeks qualified position, location open. For curriculum vitae write: K. Coyle, Strada Val Pattonera, 57, Turin, Italy.

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions department chairman, University of Florida Libraries. Chief administrator for the acquisitions department of one of the major university libraries in the southeast. Supervision of a staff of 25. Responsible for all phases of acquisitions finance and budgeting. Liaison with faculty representatives and librarians on collection building. Coordinates acquisition policies with chief library administrators under the general direction of the

DIRECTOR OF THE LIBRARY
RUSH UNIVERSITY

• Rush University is seeking applicants for the position of Director, responsible for the operation of the single university Medical Center Library. Person who holds this position needs to possess competencies in both library systems and administration/management. Rush University is a part of Rush-Presbyterian-St. Lukes Medical Center. The University is comprised of 3 colleges—Medicine, Nursing, and Health Sciences—with an enrollment of approximately 850 students.

Applicants for the position must have as a minimum an ALA-accredited MLS; doctoral preparation preferred. Experience in a supervisory position necessary; health science library background desirable. Position is full-time. Minimum salary $22,000 and is negotiable. Applications should include resume, 3 letters of recommendation, and official transcript. ***Deadline is February 20.*** Materials should be sent to:

John E. Trufant, Associate Dean, Rush University, 600 S. Paulina St., Chicago, IL 60612.

An equal-opportunity, affirmative-action employer.

associate director for technical services. ALA-accredited MLS; 10 yrs.' experience, 3 of which must be in acquisitions, and at least 2 yrs. as a supervisor. Salary $15,000–$24,000 (starting salary depends on the qualifications of the candidate). Florida State Retirement, Social Security, several group insurance options, 22 days vacation, faculty status. Available April 1. **Send complete resumes by March 1:** Robert L. Willits, Administrative Employment Manager, Central Employment Center, 2nd Floor HUB, **University of Florida, Gainesville, FL 32611.** An equal-opportunity, affirmative-action employer.

Acquisitions librarian. Required: ALA-accredited MLS, at least 2 yrs.' relevant professional experience, including supervisory responsibility and knowledge of an automated acquisitions system. Preferred: 2nd master's degree, academic library experience. Duties and responsibilities: department head in charge of monographic order system, receiving, gifts, and pre-order searching. Supervises 1 professional and 14 paraprofessional and clerical staff. Faculty status with rank depending on qualifications. 12-month appointment with 1 month vacation. Minimum salary $14,000. Available July 1. **Application deadline March 1.** Send resume and 3 letters of reference: Daniel W. Lester, Assistant Dean for Technical Services, **General Library, University of New Mexico, Albuquerque, NM 87131.** An equal-opportunity, affirmative-action employer.

Assistant cataloger. Requires ALA-accredited MLS. 2 yrs.' cataloging experience in an academic library and working knowledge of OCLC and 2 foreign languages preferred. Responsible for cataloging a variety of materials using LC and some Dewey. Involves supervision of serials authority control and added copy/volume - withdrawal routines. Faculty status and benefits. 12-month contract with paid vacation. Salary $10,600+ depending on experience and qualifications. Send application: Tom Wicker, Head Cataloger, **Baylor University Library, Box 6307, Waco, TX 76706.** An equal-opportunity employer.

Assistant librarian for the College of Ganado, a community college located on the Navajo Reservation in northern Arizona serving a predominantly Native American student body. Major responsibilities will include operation of the library in the absence of the director, cataloging, supervision of book processing, provision of media services, and assisting with book selection, teaching of library and study skills courses, and planning and implementing library programs. MLS, preferably from an ALA-accredited library school, required, with 2 yrs.' professional experience in a community college library desirable. Background in utilizing videotape equipment and producing media programs essential. Teaching interest in an academic subject is encouraged. Starting salary $9 500–$10,500 depending on qualifications. **Applications accepted until March 1.** Send resume: Harris M. Richard, Director of Library Services, **College of Ganado, Ganado, AZ 86505.** An equal-opportunity, affirmative-action employer.

Associate librarian (head reference librarian). ALA-accredited MLS + 2nd master's degree in a subject area, or equivalent education; at least 8 yrs.' professional library experience, including 4 yrs.' reference experience in an academic library. 3 yrs.' supervisory experience is desirable. Administers reference department including the supervision of 9 librarians, 2 staff members, and student assistants. The department provides a full range of services, including information and reference, literature searches and bibliography, and library instruction and course-related orientations. Salary $18,180–$21,900 annually. Professional librarians are classed as academic employees, have a 12-month work year, with a 10-month option plan available. Benefits include liberal vacation and sick leave, an excellent retirement system, and group health and life insurance plans. **Applications will be accepted through March 15.** Send letter of inquiry and resume: Dr. Norman D. Alexander, Director, **University Library, California Polytechnic State University, San Luis Obispo, CA 93407.** An equal-opportunity, affirmative-action, Title IX employer.

3 VACANCIES. Botany librarian for 30,000-volume departmental library. Reference services, liaison for collection development, and supervision of operations. Acquisitions and cataloging performed by central library. 2 yrs.' experience required. Degree related to field desirable. Minimum salary $12,000. **Rare book cataloger.** Head cataloger and assistant curator. Original cataloging in LC and collection's classifications, supervising staff, and development of cataloging manual. Requires excellent knowledge of Latin and Greek and education in descriptive bibliography. Experience, classics degrees, and familiarity with OCLC given preference. Minimum salary $13,500. **Cataloger.** Original cataloging of monographs and microforms in LC classification. Copy entered into SOLINET data base. Training in LC classification and strong background in Romance languages required. Experience in LC cataloging and OCLC preferred. Minimum salary $10,500. All 3 positions require an ALA-accredited MLS. Figures quoted are minimum starting salaries. Salary could be higher depending on qualifications. **Apply before March 6:** Joseph Jerz, Assistant University Librarian, **University of North Carolina, Chapel Hill, NC 27514.** An equal-opportunity, affirmative-action employer.

Catalog department head. Requires ALA-accredited MLS or equivalent, demonstrated administrative and supervisory ability, thorough knowledge of AACR and LC cataloging and a comprehensive view of how national trends in librarianship are affecting research libraries, high motivation to implement changes in policy and procedure while maintaining excellence in human relationships. Automation experience and an active interest in the research library milieu are desirable. Minimum salary $21,276. **Applications must be received by March 1.** Apply with complete resume: Keith C. Blean, Assistant University Librarian, **University of California, Santa Barbara, CA 93106.** An equal-opportunity, affirmative-action employer.

ASSOCIATE DIRECTOR for PUBLIC SERVICES

University of Tennessee, Knoxville. Responsible for planning, promoting, coordinating programs of public services division (6 departments in Main Library; Undergraduate Library; Science-Engineering, Agriculture-Veterinary Medicine, and Music libraries). 24 library faculty, 75 support staff, and student assistants comprise division staff. Direct involvement, with Library Director and Associate Director for Administrative and Technical Services, in general administration of library, participating in decision making, planning overall policies, and operations.

Position requires service-oriented applicants with keen interest in library instruction, collection development, library access. ALA-accredited degree, 5 yrs.' minimum experience in academic library, at least 2 yrs.' public services administrative responsibility. 12-month appointment; 24 days annual leave + university holidays; 12 days annual sick leave; TIAA/CREF; faculty rank. Salary commensurate with experience and qualifications, minimum $24,000. ***Send resume by March 31:***

Donald R. Hunt
Library Director
University of Tennessee
Knoxville, TN 37916

An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Executive director of library and learning resources. This administrator is responsible for providing direction and leadership for the university library and audio-visual services in support of academic programs and institutional objectives including budget, personnel, and service; supervision for the development and implementation of service programs and automated library systems; and the extension of comprehensive instructional support to the university's off-campus programs through cooperative arrangements with regional libraries and media centers. Desirable qualifications include an earned doctorate with preparation in library and audio-visual services, demonstrative administrative ability, and a strong professional background indicating a thorough understanding of the interrelationships of communication media and the role of the library and related services in the academic community. In addition to this administrative assignment, the individual selected will receive a concurrent appointment as either a faculty or academic staff member. Starting date July 1. Salary competitive (minimum $22,500). **Applications must be postmarked by April 3.** Send resume, 3 current letters of reference, and transcripts (graduate and undergraduate): Milda Steinbrecher, Chairperson, Search Committee: Executive Director of Library/Learning Resources, **Room 333, Dempsey Hall, UW-Oshkosh, Oshkosh, WI 54901.** An equal-opportunity employer/institution and actively solicits inquiries from women, members of minority groups, and the handicapped.

3 POSITIONS. Head cataloger. Requirements: ALA-accredited MLS + 3 yrs.' academic cataloging experience. Ability to organize and direct staff and operations necessary to the functions of a cataloging unit. DDC used. Supervisory experience and experience with OCLC preferred. Staff includes 1 other cata-

DIRECTOR OF LIBRARY & INSTITUTIONAL RESOURCES

To serve as chief adminstrator, under the Vice President for Academic Affairs of the Sojourner Truth Library and the Center for Instructional Resources (combined staff of 55). The Sojourner Truth Library houses 285,000 volumes, 2,000 current periodicals, and extensive microfilm and microcard resources. The Center for Instructional Resources serves 400 faculty members by producing nonprint media including video and audio tapes, films and graphics, and providing equipment for their use.

Qualifications: MLS plus formal training in multi-media resources or equivalent experience (a doctoral degree preferred); substantial experience including administrative responsibilities in a library and familiarity with instructional media; evidence of ability to provide dynamic leadership and to promote effective staff relations. Salary $21,000–$26,000 commensurate with experience. Send resumes:

Lorraine L. Bagley
Affirmative Action Office,
HAB 902L/I
State University College
New Paltz, NY 12562

An equal-opportunity, affirmative-action employer.

loger who is responsible for OCLC operations, 2 technical assistants, 1 clerk-typist. 12-month appointment. Faculty rank commensurate with qualifications. Salary range $14,000–$16,000 + fringe benefits. **Assistant reference librarian.** Requirements: ALA-accredited MLS. Reference experience preferred. Ability to work effectively with staff, faculty, and students; some instructional responsibilities. 12-month appointment. Instructor rank. Salary $13,000 + fringe benefits. **Assistant serials librarian.** Requirements: ALA-accredited MLS, ability to work effectively with staff, faculty, and students; some instructional responsibilities. 12-month appointment. Instructor rank. Salary $13,000 + fringe benefits. Positions open July 1. **Deadline for accepting applications April 1.** Send vitae and references: Ruth C. Reedy, Library Director, **McNeese State University, Lake Charles, LA 70609.** An equal-opportunity employer.

Head, humanities and social science reference. Has administrative responsibility for the library's humanities and social sciences reference services. Supervises and participates in the work of 5 reference librarians. Areas of responsibility include bibliographic instruction, interlibrary loan, microform reading room, and online bibliographic search services. Coordinates development of the reference collection. Reports to the director of libraries. Qualifications: ALA-accredited MLS. Desire depth of subject knowledge and familiarity with research techniques in an area of the humanities or the social sciences which could be provided through an advanced subject degree or by experience; at least 5 yrs.' appropriate experience with a strong background in reference, preferably in a large academic or research library; reading knowledge of at least 1 modern European language; administrative ability. Salary commensurate with qualifications and experience but not less than $16,500. Position open July 1. **Send resume and names of 3 references by March 15:** Paul M. Cousins, Jr., Acting Director of Libraries, **Robert W. Woodruff Library, Emory University, Atlanta, GA 30322.** An equal-opportunity employer.

Head, reference. Responsible for reference services including general reference, interlibrary loans, instructional services, and computer search services. Seeking a service oriented person who will actively participate in as well as supervise and coordinate these activities serving a challenging university community. Staff of 3.5 FTE, 3 library assistants, and several student assistants. Minimum qualifications include MLS; 4 yrs.' professional experience in academic libraries, including 2 yrs.' reference experience; demonstrated supervisory ability. Salary $18,000 minimum depending on qualifications. 12 month appointment. Full faculty status, TIAA, 24 days annual leave. Position open July 1. Mountains, desert, lakes, 5 hrs. from San Francisco by car. **Send resume and names of 3 references by March 15:** Ruth Donovan, Assistant Director, **University of Nevada-Reno, Reno, NV 89557.** An equal-opportunity, affirmative-action employer.

Head reference librarian, Indiana University at South Bend, growing 175,000-volume library, part of the Indiana University library system. In addition to reference services, responsible for personnel, interlibrary loan, library education, and collection development. ALA-accredited MLS + 3 yrs.' academic experience, 2 in reference. $14,000 minimum. Liberal benefits. Available July 1. **Send resume and recommendations by March 1:** Dr. Glenn Chesnut, Search and Screen Committee, **Indiana University at South Bend, 1700 Mishawaka Ave., South Bend, IN 46615.** An equal-opportunity, affirmative-action employer.

Head of technical processes. Supervise 7 FTE in acquisitions, cataloging, serials, and related functions. Bring OCLC online. Analyze systems. ALA-accredited MLS, OCLC experience, demonstrated administrative ability, systems analysis, original classification/cataloging, and energy required. Pitt State is a multi-purpose university of 5200 students in 92 programs in an attractive city of 23,000. Salary to mid-$16,000. 12-month contract, 22 days vacation, good fringe benefits. Position available August 1. **Application and 3 letters of recommendation by March 31:** Stevens Hilyard, Director of the Library, **Pittsburg State University, Pittsburg, KS 66762.** An equal-opportunity, affirmative-action employer.

Librarian, assistant head, special collections. ALA-accredited MLS, fluency in Spanish required. 2nd master's degree, knowledge of archival management, southwestern history, rare books, and bibliography desirable. Reference, collection development, administrative, and supervisory duties. 12-month appointment with faculty rank. Salary range $10,000–$12,000. Position available July 1. **Deadline for applications March 1.** Send resume and names of 3 references: James B. Wright, **Fine Arts Library, University of New Mexico, Albuquerque, NM 87131.** An equal-opportunity, affirmative-action employer.

Librarian, Hope College, a 4-yr. liberal arts college, affiliated with the Reformed Church in America. MLS required; 2nd MA desirable. Preferably with background (education and/or experience) in the following areas: physical sciences, computer science, education. Will be involved in bibliographic instruction, development of data base retrieval, and reference work. Must be flexible to work in both public and technical services. Minimum salary $12,000. Appointment July 1. **Applications accepted until 2 weeks after publication of advertisement.** Send applications to: Harry Boonstra, Director of Libraries, **Hope College, Holland, MI 49423.** An equal-opportunity employer.

Planning librarian, Milton S. Eisenhower Library, The Johns Hopkins University. Now open. Duties: overall responsibility, in conjunction with the librarian, for library planning in 4 primary areas: 1) space and building planning, 2) collection development, 3) automated systems and network coordination, and 4) resource allocation. To serve as deputy librarian in the absence of the chief librarian. Qualifications: MLS and at least 5 yrs.' appropriate experience in a major research library. 2nd subject degree desirable. Must be able to work closely with staff, faculty, administration, students, and network affiliates. Strong writing ability and good communication skills essential. Salary $24,000 minimum. Application requirements: Send complete resume, 3 letters of reference, and examples of written work, published and/or unpublished, to: Eileen Holahan, Personnel Office, Garland Hall, **The Johns Hopkins University, Baltimore, MD 21218.** An equal-opportunity employer, M/F.

Public services librarian. Whitworth College, an institution of liberal studies with distinctive Christian emphasis and concern for human development, seeks a full time (8/15/78) public services librarian (assistant professor), responsible for development and coordination of public services program in the natural or social sciences. Candidates should hold an ALA-accredited MLS. Prefer master's degree or Ph.D. in natural or social sciences, demonstrated teaching ability. Enjoy working with undergraduates, faculty, and staff and be committed to professional growth. Salary $13,000–$18,000. **Send resume before March 15:** Duncan S. Ferguson, **Whitworth College, Spokane, WA 99251.** An equal-opportunity employer. Women and minorities are urged to apply.

Reference librarian, Tennessee Technological University. Assist in reference services and bibliographic instruction duties and maintain special files and indexes. ALA-accredited MLS. 1–3 yrs.' experience in an academic library. Undergraduate degree in biology, chemistry, or business preferred. Familiarity with computer based reference retrieval systems. Salary $9,500–$11,000, 12 months. Faculty benefits with rank of instructor. Annual leave accumulates 2 days per month, sick leave accumulates at 1 day per month. **Deadline for applications is March 31.** Position available immediately. Contact: Mattie Sue Cooper, Reference Librarian, **Tennessee Technological University, Box 5066, Cookeville, TN 38501.** An equal-opportunity, affirmative-action employer. We comply with Title IX of the educational amendment of 1972.

Senior monographic cataloger. Under the general direction of the head, bibliographic processing, is responsible for all original cataloging and classification of monographic materials, including microforms. Responsible for establishment of all uniform titles. Assists with the more difficult partial copy cataloging for OCLC computer terminal input. Assumes general departmental duties as required, such as maintenance of a section of the public card catalog. Department of 10.7 FTE, including 2.5 professionals, catalogs a total of 20,000 titles (40,000 volumes) annually. ALA-accredited MLS. At least 3 yrs.' professional cataloging experience in an academic library required. This experience should include familiarity with AACR and LC cataloging practices, classification, and subject headings. Applicants with a working knowledge of OCLC and facility with European languages, particularly German, preferred. Appointment will be at the rank of senior assistant librarian or associate librarian, depending on qualifications. Recruitment range $14,500–$18,000. 12-month appointment, sick leave and annual leave @ 1.75 days each per month, fully paid major medical, hospitalization, and dental insurance. Social Security coverage. TIAA/CREF or New York State Teachers Retirement available (employee contribution rate = 3%). **Inquiries should be received by March 15.** Contact: Jean Whalen, Personnel Librarian, Room 109, **State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** An equal-opportunity, affirmative-action employer.

Serials and acquisitions librarian. In charge of all operations concerning the acquisition of books and serials. Keeps all subscription files up-to-date for periodicals, serials, microforms, and AV materials. Updates computer print-out and union list of serials. Keeps financial records. Selects new serials and books in cooperation with the faculty. Required: BS (preferred); ALA-accredited MLS. Some experience desirable. Salary $12,000+. Send resume: Ottilie H. Rollins, Head Librarian, **Clarkson College of Technology, Potsdam, NY 13676.** An equal-opportunity, affirmative-action employer.

Social science reference librarian, Auburn University Libraries. MLS required; degree in 1 of the social sciences and prior experience in a reference position preferred; supervisory experience desirable. Duties include reference work, book selection, responsibility for library orientation tours, and supervision of interlibrary loan unit headed by paraprofessional. Some evening and weekend hours re-

DIRECTOR OF UNIVERSITY LIBRARIES
THE UNIVERSITY OF OKLAHOMA, NORMAN

• About 20,000 students are enrolled at the Norman Campus of the University of Oklahoma, which is a part of a statewide system of higher education. As a comprehensive institution, the University engages in lower-division education, but it is charged by the Oklahoma State Regents for Higher Education to emphasize upper-division, graduate, and professional education. The University's functions include instruction, research and creative activity, extension, and public service.

The Director is responsible for the administration of Bizzell Memorial Library and branches, whose total collection comprises 1.3 million volumes. The Director has budgetary and personnel responsibilities and reports to the Provost of the Norman Campus, as do the deans. Librarians have faculty status. The University is a member of the Association of Research Libraries and is undergoing ARL's Management Review and Analysis Program. Responding to the MRAP recommendations will be an early responsibility of the Director.

Requirements include extensive experience in administering a major university or research library; a demonstrated commitment to scholarly excellence; an understanding of national issues in research library management and the ability to deal creatively with such issues as inflationary pressures as they affect the University Libraries; the ability to develop effective relations with library staff and other members of the University community; the ability to marshall the interest and support of constituencies outside the University; and a graduate library degree from an ALA-accredited institution. An earned doctorate in any field is desirable.

Salary: competitive, commensurate with experience, $32,000 minimum. Beginning date July 1, 1978, or as soon thereafter as possible. ***Application deadline March 15, 1978.*** Send letter of application with vita and list of 3 or more references to:

Professor Larry B. Hill, Chair, Search Committee, Director of University Libraries, School of Library Science, 401 W. Brooks, Room 116, Norman, OK 73019.

An equal-opportunity, affirmative-action employer.

quired. Experience and/or demonstrated interest in library instruction for undergraduates highly desirable. **Application folders must be completed by April 1;** position available July 1 or earlier. Salary $14,000, 12 months. Faculty status (but not professorial title), eligible for tenure. State retirement plan mandatory, TIAA optional. 20 working days annual vacation, sick leave benefits. Apply: Maureen Harris, Chairperson, Social Sciences Reference Librarian Search Committee, **Ralph Brown Draughon Library, Auburn University, Auburn, AL 36830.** An equal-opportunity employer.

Special collections/archives librarian. Minimum requirements include an ALA-accredited MLS + 2 yrs.' experience with special collections, manuscripts, archives, and rare materials or equivalent work experience. Salary competitive but not less than $11,000. Academic rank and usual fringe benefits. **Applications, including resumes and 3 references should be sent not later than February 15:** Bruce M. Hurlbert, Assistant Director of University Libraries, **Academic Campus, Virginia Commonwealth University, 901 Park Ave., Richmond, VA 23284.** An equal-opportunity, affirmative-action employer.

Special collections librarian. Under the general direction of the assistant director for reference & collection development services and the coordinator, special collections, participates in determining policies and procedures for the acquisition, processing, organization, preservation, and use of special collections which include books, pamphlets, manuscripts, maps, rare books, and nonbook materials. Provides reference service during assigned hours. ALA-accredited MLS. Experience working with manuscripts and rare books, preferably in an academic library, desired. Facility with European languages also preferred. Appointment at the rank of assistant librarian or senior assistant librarian, depending on qualifications. Recruitment range: $10,800–$18,000. 12-month appointment, sick leave and annual leave @ 1.75 days each per month, fully paid major medical, hospitalization, and dental insurance. Social Security coverage. TIAA/CREF or New York State Teachers Retirement available (employee contribution rate = 3%). **Inquiries should be received by March 15.** Contact: Jean Whalen, Personnel Librarian, University Library, Room 109, **State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** An equal-opportunity, affirmative-action employer.

Systems analyst. Library of the University of Tennessee/Knoxville has a position opening for a systems analyst. Responsible for the provision of support efforts in the analysis, design, and implementation of procedures, systems, and information products. Experience and/or training in EDP (not necessarily in library EDP) field and ALA-accredited MLS required. Faculty rank and salary commensurate with experience and qualifications. Salary minimum $17,000. Group health and insurance package, TIAA/CREF, 12-month appointment, 1-month vacation. **Closing date for applications February 28.** Send resume: Donald R. Hunt, Library Director, **University of Tennessee, Knoxville, TN 37916.** An equal-opportunity, affirmative-action, Title IX employer.

University librarian for a small urban institution with a strong liberal arts orientation and doctoral programs in selective disciplines. Minimum qualifications are ALA-accredited MLS, with a master's degree in a subject matter field or a PH.D. degree desirable. At least 5 yrs.' responsible administrative experience mandatory. The university librarian is eligible for fringe benefits — TIAA/CREF, Blue Cross/Blue Shield, and family tuition benefits. Minimum salary $23,000, commensurate with qualifications and experience of candidates. Position is to be filled no later than September 1. Application, resume, and names of 3 individuals who will supply letters of recommendation should be sent **by March 1:** Dean Frank Puffer, **Clark University, Worcester, MA 01610.** An equal-opportunity, affirmative-action employer. All interested persons are encouraged to apply.

MANAGEMENT ANALYST
ASSOCIATE LIBRARIAN

Reopening of Previous Listing

To perform analyses of functional operations in all phases of library operations and management. Duties include operations research, systems analysis, and the design of manual and automated management systems. Experience and knowledge of management data systems, knowledge of computer and associated equipment, and experience in designing and writing manual and automated system specifications are essential. MLS or equivalent required. Must have minimum 7 yrs.' library experience with 5 yrs.' systems work. Salary to $22,788, depending on experience.

Apply:

William F. McCoy
Associate University Librarian
108 Shields Library
University of California
Davis, CA 95616

University librarian, Princeton University. The university librarian is responsible for the administration of the Princeton University Library system, and for the development, care, and safekeeping of its various collections. The library system includes the main Harvey S. Firestone Memorial Library and 19 branch units throughout the university. Collections aggregate nearly 3 million volumes and staff totals approximately 300 persons. Preferred qualifications include proven ability in administration of a research library; demonstrated success in working with library users, staff, and funding sources; and familiarity with technical advances in the field. A responsiveness to the particular library needs of a university combined with an appropriate level of academic achievement is most desirable. Salary $38,000+ depending on qualifications and experience. Effective date of appointment July 1 or September 1, 1978. **Deadline for applications February 15.** Nominations and applications (including curriculum vitae) should be addressed: Library Search Committee, Office of the Provost, 3 Nassau Hall, **Princeton University, Princeton, NJ 08540.** An equal-opportunity, affirmative-action employer.

CATALOGER

Library cataloger with some reference duties. Library science degree required. History degree and midwestern background preferred. Experience with state documents helpful. Open March 1. Salary range $11,400–$14,340. Apply: Librarian, **Kansas State Historical Society, 120 W. 10th, Topeka, KS 66612.**

LAW LIBRARY

Associate county law librarian. Los Angeles County Law Library — leading to becoming librarian in a year or so if demonstrate capability to do so. Law degree and library school degree required. At least 5 yrs.' experience as a professional law librarian including substantial supervisory and administrative responsibility in a large law library. Duties: to assist the librarian in the administration of the library and its building and branches. Salary range $38,748–$45,312. Apply by sending written resume: Forrest S. Drummond, Librarian, **Los Angeles County Law Library, 301 W. First St., Los Angeles, CA 90012.**

LIBRARY EDUCATION

Assistant professor, University of Minnesota Library School, for September 1978. Salary in the teens, commensurate with experience. Ph.D. or candidacy. Appropriate teaching or professional experience. To teach in areas of library administration and/or information science, advise students, conduct research. **Send resumes by March 1:** Harris C. McClaskey, Chairperson, Search Committee, Library School, **419 Walter Library, University of Minnesota, 117 Pleasant St., SE, Minneapolis, MN 55455.** An equal-opportunity educator and employer.

Assistant professor, beginning September 1978. Doctorate required, preferably in library science or information science. Persons expecting to receive doctorate within a year or two may be considered for initial appointment as instructor. Qualifications should include library experience, teaching experience, direct experience with the design and operation of computer based information systems, knowledge of program languages normally involved in computer applications to the handling of bibliographic information, and aptitude and experience in integrating information science concepts with the traditional subjects in the library science curriculum. Salary $13,930–$23,030. Send resume: Dr. Richard J. Hyman, Chairperson, Library Science Department, **Queens College, Flushing, NY 11367.** An equal-opportunity, affirmative-action employer.

Assistant professor and reference librarian, social sciences. Available January 1. BS or BA degree with emphasis on business and economics. ALA-accredited MLS. 2 yrs.' experience as business librarian and experience using online information retrieval service preferred. Must have a broad knowledge of reference sources in the social sciences. Ability to interact with academic community and fellow staff members and students. Demonstrated skills in leadership, organization, and the integration of change with technological innovation. Salary up to $13,000, depending on qualifications and experience. Send resume and references: Dr. George R. Lewis, Director of Libraries, Drawer 5408, **Mississippi State, MS 39762.** An equal-opportunity, affirmative-action employer.

2 faculty openings for assistant or associate professor with a combination of subject competencies in several of the following areas: academic librarianship, information science, and/or bibliography—humanities, sciences, or social science. Salary minimum of $15,000 for 9 months. Open September 1, 1978. Minimum requirements include ALA-accredited MLS and earned Ph.D. in library science or subject discipline. Library and teaching experience desirable. Send resume and names of 3 references: Dean Martha Boaz, School of Library Science, **University of Southern California, University Park, Los Angeles, CA 90007.** An equal-opportunity, affirmative-action employer.

2 faculty positions. The Graduate School of Library Service of the University of Alabama seeks 2 faculty members to begin in the summer or fall of 1978. Applicants should demonstrate a research capability, both a practical and theoretical approach to their area of specialization, and a willingness to participate with current faculty in defining future curricular goals. A doctorate, completed or nearing completion, is required. Appointment will be at the assistant or associate professor level, with salary negotiable but ordinarily in the $15,000–$18,000 range for the academic year. The first appointment will be in cataloging and classification; the second in reference and bibliography. The library school has a full-time faculty of 10, is housed in attractive and well-equipped quarters, and is fully accredited. In addition to the master's program, a 6th yr. degree program is currently being initiated. The normal teaching load is 3 courses per semester, although release time may be negotiated for research or service. Full-time summer school teaching is reimbursed at the rate of 30% of regular salary. Contact: Dean James D. Ramer, **POB 6242, University, AL 35486.** An equal-opportunity, affirmative-action employer.

Faculty positions. The UCLA Graduate School of Library and Information Science will be making several new appointments to faculty positions, preferably as assistant professor, to start in the 1978/79 academic year. Applications are being sought from candidates with a doctorate, professional experience in a library, an interest and competence in research, and a knowledge of teaching at the graduate level. Appointees will be expected to teach both basic and advanced courses in some combination of the following fields: library management, information science, media librarianship, history of librarianship, special libraries, and academic libraries. Rank and salary depend on record of experience and competence with the following established ranges: assistant professor ($15,100–$17,000), associate professor ($18,800–$21,000), professor ($22,600–$29,900), all on a 9-month academic year basis. Inquire and send resume with a list of references: Robert M. Hayes, Dean, Graduate School of Library & Information Science, **University of California, 405 Hilgard Ave., Los Angeles, CA 90024.** An equal-opportunity, affirmative-action employer.

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Assistant library director. Must be self-starter with imagination, ability, enthusiasm, and energy. Also must have experience with progressively more responsibility. ALA-accredited MLS. Rapid growth area. Salary $14,000. Submit supporting documents with application. Apply: Director, **Montgomery County Library, San Jacinto at Phillips, Conroe, TX 77301.**

County library director. Plan, organize, and direct the operation of the Harford County Public Library, which is 23 miles from Baltimore City. System serves a population of 135,000 with 5 branches, 1 bookmobile, and staff of 50 FTE. Annual budget of $800,000, circulation of a million. Position requires strong public library service and administrative background, knowledge of automation, networking, and public relations. ALA-accredited MLS, 6 yrs.' experience in public library service including 3 yrs.' supervisory and administrative responsibility. Salary range $20,000–$23,000. Starting date July 1. **Send resume and references by March 30:** Offie E. Clark, Chairperson, Search Committee, **Harford County Library, 100 Pennsylvania Ave., Bel Air, MD 21014.** An equal-opportunity, affirmative-action employer.

Deputy library director. Fairfax County is an urban county with a population of 561,000 located in the Washington, DC metropolitan area. The deputy director is responsible for assisting the library director with the administration and operation of the library system, consisting of 17 branches, 2 bookmobiles, and over 480 employees. Applicants must have an ALA-accredited MLS, or be eligible for certification by the Virginia State Board for the Certification of Librarians, and have at least 5 yrs.' increasingly responsible professional library experience in library administration in a public library. Must have demonstrated knowledge of library operations, techniques, and practices including automation, organizational management, budgeting, personnel, and public relations. Must have sufficient depth of experience to work successfully as a team member with other divi-

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Salary range $18,122–$22,574. Excellent fringe benefits. ***All applications should be submitted to Room 493, Hall of Administration, 222 N. Grand Ave., Los Angeles, CA 90012 on business days only, beginning at 8 a.m. January 27, 1978 and ending at 5 p.m. February 17, 1978.*** For application forms and/or additional information contact:

Larry Moore, Personnel Officer, Los Angeles County Public Library System, POB 111, Los Angeles, CA 90053. (213) 974-6534.

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sion directors. Fairfax County offers Social Security + County retirement, annual and sick leave, group life, hospitalization, and major medical insurance. Salary range $21,345–$31,536. Candidates must submit an official application and at least 3 references. **Applications must be received by February 24.** Write or telephone for an application: Fairfax County, Office of Personnel, **10409 Main St., Fairfax, VA 22030 (703) 691-2591.** An equal-opportunity employer.

Director for Ericson Public Library with a budget of $100,000 and staff of 10. ALA-accredited MLS. Administrative experience necessary. Salary $10,000–$13,000 commensurate with qualifications and experience. Fringe benefits. Position will be available July 1. Contact: Mrs. David Goeppinger, **POB 36, Boone, IA 50036** or Mrs. Charles Linden, **1127 Garst, Boone, IA 50036.** An equal-opportunity employer.

Director for growing public library in a city of 25,000 in two-state metropolitan area of 350,000. New $1.5 million library. Must have MLS and at least 5 yrs.' progressive library experience. Salary $15,000–$18,000. **Send resume by February 25:** Norman J. Kelinson, President of the Board, **1228 Coffelt, Bettendorf, IA 52722.**

Director, Oshkosh Public Library, headquarters for innovative library services to the city of Oshkosh and 3 counties. The director is responsible for the continued development of the library and the professional development of the staff. 76 employees (43½ in full-time equivalents) + 11 CETA full time. Qualifications: ALA-accredited MLS, several progressively more responsible and challenging positions with proven ability to utilize modern managerial practices including participatory management; proven ability to maintain good rapport with city, county, and state governments, library boards, and with community groups; and a record of assertive improvement of library services to the public. Salary range from $22,000. Liberal fringe benefits. Position open July 1. **Applications will not be accepted after April 1.** Pursuant to Wisconsin Statutes, applications will become part of public record. Send resume, references, and all pertinent supporting data: Leonard B. Archer, Jr., Director, **Oshkosh Public Library, 106 Washington Ave., Oshkosh, WI 54901, (414) 424-0473.**

District consultant, Northeastern Maine Library District. Promote cooperation among types of libraries, special emphasis on public and school libraries. Give advisory assistance. Establish effective public relations. MLS and/or extensive supervisory experience in professional library work, experience in working with librarians and trustees. Office located in Bangor. Must own automobile, extensive travel. Salary $13,395. **Closeout date March 1.** Submit resume: Chair, **Northeastern Maine Library District, 145 Harlow St., Bangor, ME 04401.** An equal-opportunity employer.

Librarian II. New position in adult services department with responsibility for local history section. Assist in securing and organizing materials including historical documents, photographs, news clippings, etc. Continue and further develop oral history program. Supervise project indexing local newspapers. Suburban Chicago community serving 65,000 population with present full-time professional staff of 14 positions. ALA-accredited MLS, ability to work with individuals and community groups. Minimum salary $10,000, usual fringe benefits, position open 1/1/78. **Submit resume with references by February 15:** James M. O'Brien, Head Librarian, **Oak Lawn Public Library, 9427 S. Raymond Ave., Oak Lawn IL 60453.**

Library director. Direct and supervise the operation of the Wicomico County (Maryland) Free Library, which is located in Salisbury, with easy access to Baltimore, Washington, and ocean resorts. System serves a county population of 60,000 with main library and 1 bookmobile. Headquarters for Eastern Shore Regional Library (8 counties) and the Maryland Materials Center. Total staff of 56 FTE. A new $2,000,000 addition is presently under construction. Directs all aspects of library management, operation, and planning including budget preparation and expenditure of funds. ALA-accredited MLS, minimum 7 yrs.' experience in supervisory and administrative responsibility. Salary range $20,000–$22,000. **Send resume and references by March 15:** President, Board of Trustees, **Wicomico County Free Library, POB 951, Salisbury, MD 21801.** An equal-opportunity employer.

Library director, New Milford, NJ. Pleasant community of 20,000 near NYC. ALA-accredited MLS, 3–5 yrs.' public library experience including supervisory level. Salary range $13,500–$15,500 depending on qualifications. Send resume & salary requirements: Charles Dockendorff, President, Library Board of Trustees, **New Milford Public Library, New Milford, NJ 07646.**

Library extension services administrator, city of Phoenix. Responsible for administering the operation of all branch libraries and bookmobiles of the library division. Minimum qualifications: 4 yrs.' experience in administering a large scale library program and possession of MLS. Salary range $22,568–$30,451. Contact: Laura Blasnig, **City of Phoenix Personnel, 10 North Third Ave., Phoenix, AZ 85003.**

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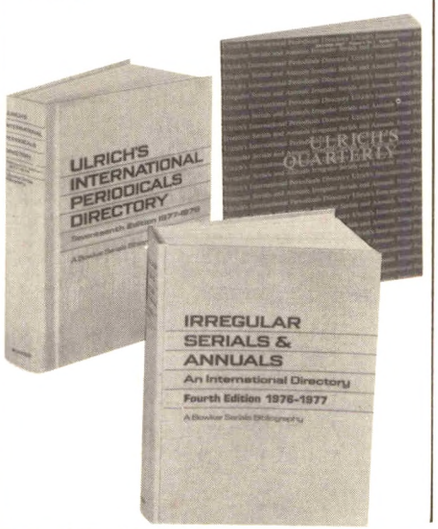

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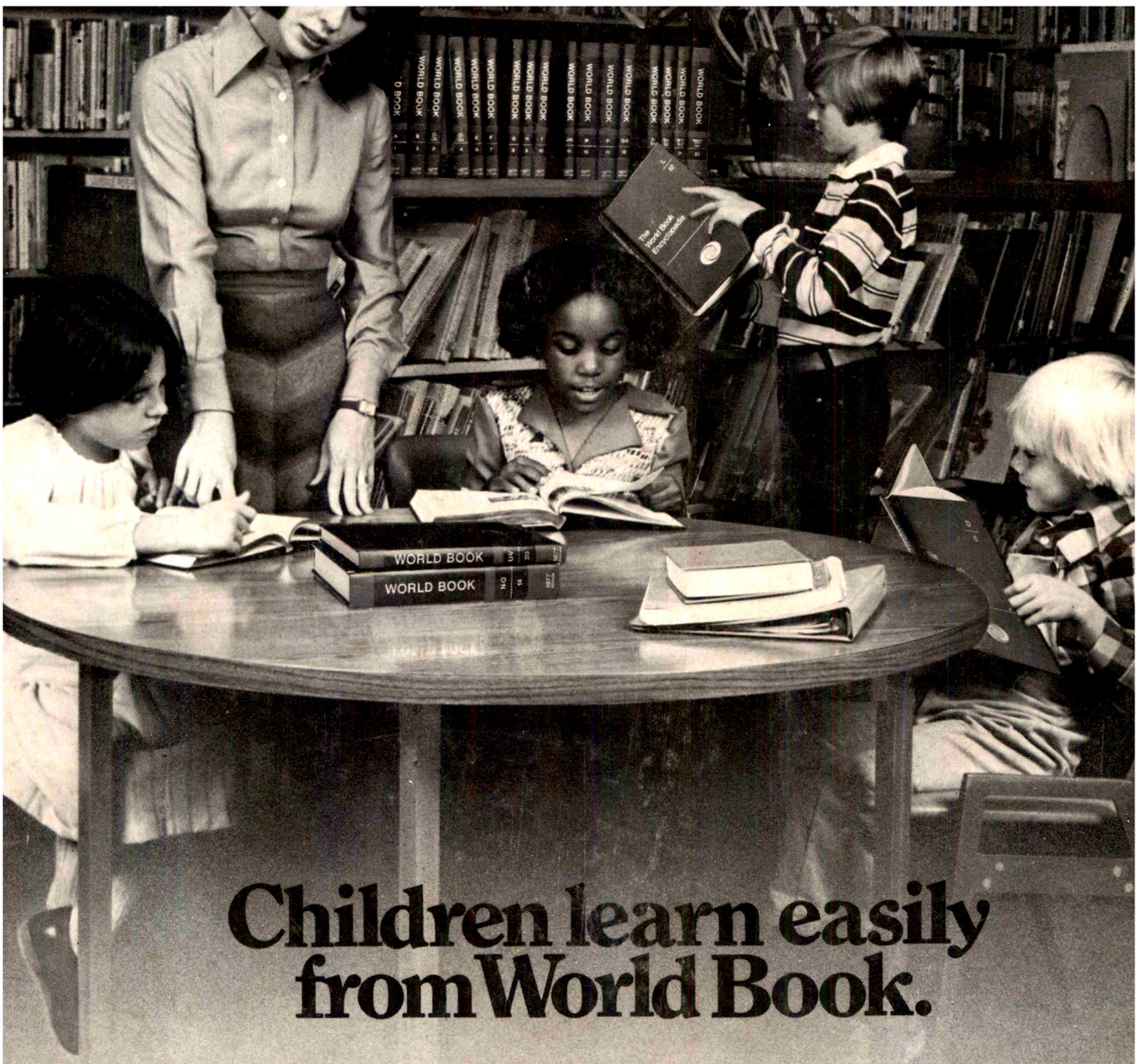

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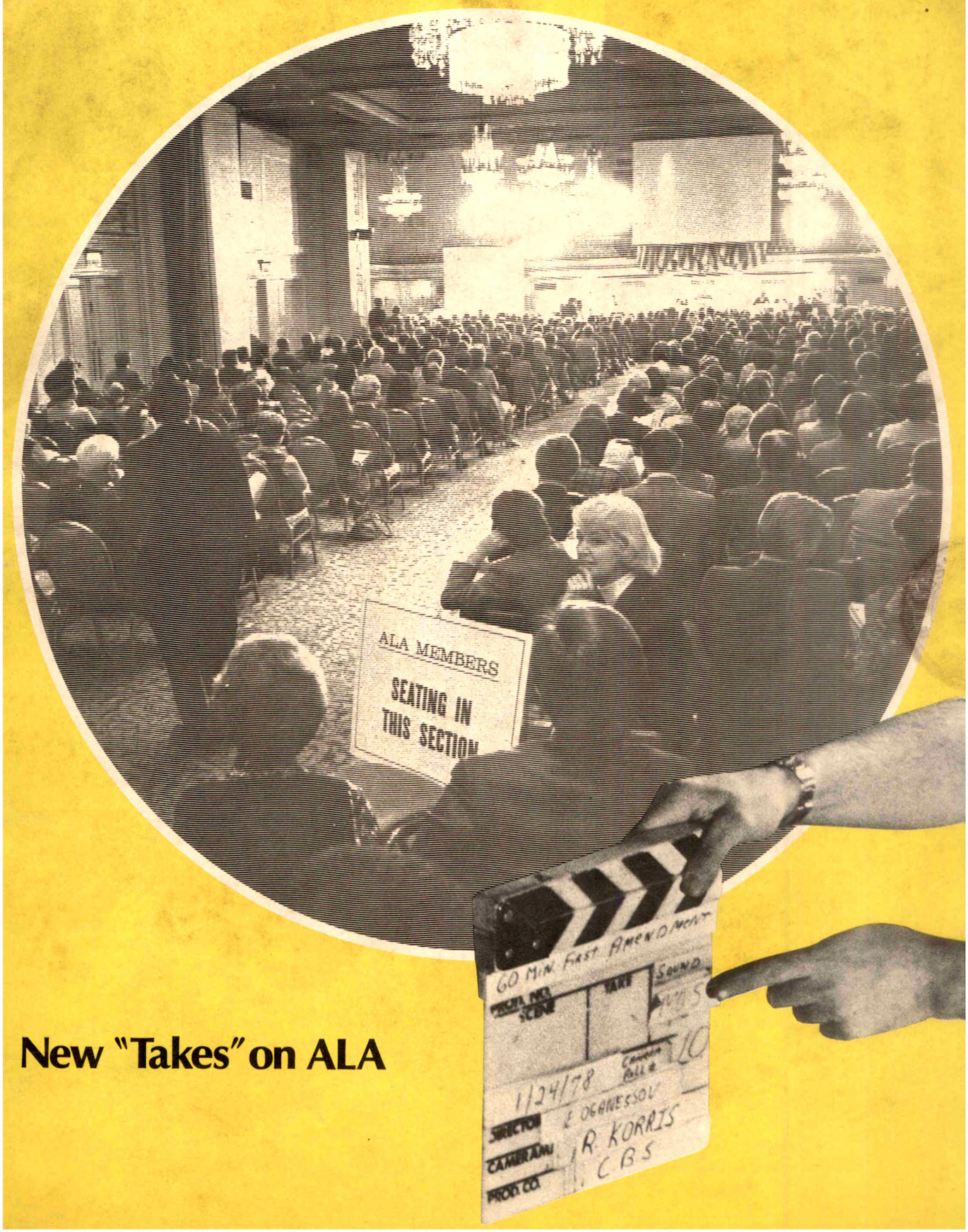

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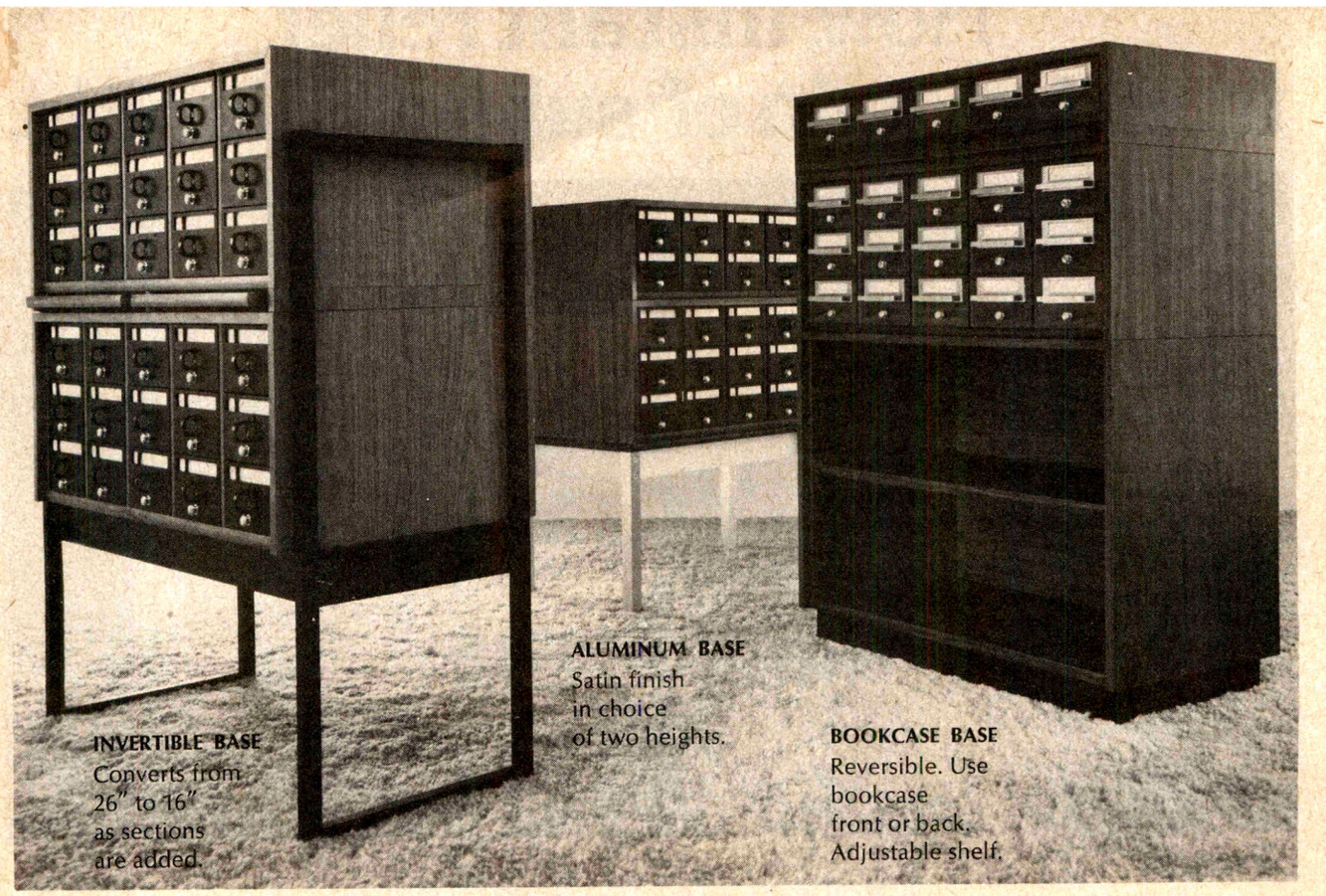

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VOL. 9, NO. 3 MARCH 1978

112 PAGE ONE/ ALA steps through snow into the space age.

114 IN THE NEWS/ $10,000 volley for St. Louis library post.

124 $1,000 PRIZE WINNER/ "Librarianship and ALA in a Post-Industrial Society," by Pauline Wilson.

132 MIDWINTER MEETING/ "Four New 'Takes' on 1978 Activity," a 26-page record.

Take 1: Action/Politics

Take 2: *The Speaker,* Highlights/Spotlight

Take 3: Special Interests/New Directions

Take 4: Technology/Technical Services

From "Take 2" of Midwinter activity: Dan Rather of CBS's "60 Minutes" with Office for Intellectual Freedom Director Judith Krug, one of several ALA figures interviewed about *The Speaker* for nationwide TV.

141 NEW SERVICE/ *American Libraries Career LEADS* (Library Employment And Development for Staff). The library field's largest and fastest monthly listing of job opportunities is expanded to an eight-page center section, with added features useful to both employers and job-seekers. Edited by Constance Pacholski, it includes *AL's* "Late Job Notices."

170 THE SOURCE/ Who will run ALA in 1979–80? The call is out for your nominations. A handy form appears in "ALA General News."

117 COMMENTARY

120 ACTION EXCHANGE

130 DATEBOOK

180 CLASSIFIED ADS

Cover. TV floods light up library life at ALA Midwinter. Staff photos.

PAGE ONE

NEITHER SNOW, NOR RAIN, NOR GLOOM OF NIGHT could stay ALA from its appointed step into the Space Age Feb. 7, when a NASA satellite beamed the "ALA Teleconference on the New U.S. Copyright Law" from a studio in Maryland to more than 15 sites throughout the southern United States. The weather could not have been worse for ALA's pioneering experiment--nor better in order to underscore the advantages of the decentralized national conference. Some 1,300 persons braved frigid temperatures, storms, or storm warnings to attend the two-way conference at facilities from the Goddard Space Flight Center in Maryland to the main receiving site in Austin, Texas. With near-perfect broadcast quality and smooth, solid programming, the conference drew high ratings from each site. A full, illustrated report will appear in next month's American Libraries.

COPYRIGHT TELECONFERENCE TAPES AVAILABLE. ALA's two-hour broadcast offering expert commentary and answers on the new copyright law (see above) is now available on 3/4-inch "U" videocassettes, an hour each, at $200 purchase price or $50/week rental. The program features Register of Copyrights Barbara Ringer, attorneys, and other authorities discussing such topics as fair use, library copying, and off-air taping. The ALA program may be used for either single-site meetings or multi-site teleconferencing. Rights for the latter must be negotiated. Orders and queries: Public Television Library, Video Program Service, 475 L'Enfant Plaza West, S.W., Washington, DC 20024.

ANOTHER LINK WITH THE SPACE AGE is the election of Eileen Cooke, director of ALA's Washington Office, to president of the Joint Council on Educational Telecommunications. Ms. Cooke, the first woman elected to this office, will help look after library interests on the frontiers of educational technology, including satellite communications.

Carol Henderson of the Washington Office has been promoted to associate director, effective Feb. 1.

SATELLITE CARRIES BIBLIOGRAPHIC DATA TO ALASKA. Using satellite communications, the Washington Library Network Computer System, based in Olympia, is serving its first out-of-state participants: the Alaska State Library at Juneau and the University of Alaska at Fairbanks. The two Alaska libraries join 16 libraries within Washington State in online access to a bibliographic file of over a million items. The WLN system, generally praised for the quality of its data base and authority control, was experimental until July 1977. It is now being marketed.

"DISCRIMINATION" CLAIMANT LOSES FIRST ROUND. A Feb. 9 New York State Supreme Court ruling paves the way for the Rochester Public Library to hire an associate director for management services. The court lifted a temporary restraining order keeping the position open until settlement of a discrimination lawsuit filed against the library by employee James Wright. Director of the library's Phyllis Wheatley Branch, Wright claims he was not promoted to the associate director position because he is black. The court's action allows the library to employ Rodney Perry of Bryn Mawr, Pa., who was chosen for the job instead of Wright. Claiming Perry is less qualified than he, Wright will take the library to trial despite the recent court ruling. "I believe my feeling about what happened is correct, and we will prove that in the end," he says. ALA's Black Caucus recently pledged $200 for Wright's defense and collected another $100 in donations. A trial date is pending.

ALA SEEKS RESEARCH OFFICER. Applications are being accepted for director of the ALA Office for Research, a staff post paying from $19,680 to $29,268. The director advises ALA units on research projects, represents ALA's research interests to foundations and other organizations, and disseminates research results and other information to the library community. Graduate library degree and research experience. Write Personnel, ALA, 50 E. Huron St., Chi. 60611.

ALMOST TWICE THE SIZE. The 1978 edition of The ASLA Report on Interlibrary Cooperation is 446 pages compared to 279 in the previous (1976) edition, reflecting the increased activity in this area. The new edition, which is indexed, is available at a prepublication price of $12.50 before April 30; afterward, price is $15. Prepaid orders to Sandra M. Cooper, ASLA Executive Secretary, 50 E. Huron St., Chicago, IL 60611.

19 CANDIDATES FOR COUNCIL HAVE BEEN NOMINATED BY PETITION since AL published the Nominating Committee's list (Oct., p. 507): Cecil P. Beach, Janice J. Beck, Joseph A. Boisee, Leslie Burk, Elizabeth Day, Elizabeth Futas, Joan Griffis, Marilyn Hinshaw, E.J. Josey, John R. McCracken, Jacqueline G. Morris, Sam Morrison, Frank Stevens, Joseph Sullivan, David Warren, and Bernice L. Yesner. The deadline for filing nominating petitions is March 24.

NO DUES BY MARCH 31, NO VOTE. That's the truth of it for those planning to join ALA in 1978. Paid-up members get election ballots approximately in May; return deadline is June 15.

Stirs [illegible]

Did St. Louis need to spend $10,000 to attract a new city librarian? Does the job require a professional or could Arthur Ashe do it?

Sunday newspaper readers faced those questions on Jan. 29, when a library board story splashed over the front page of the *St. Louis Post-Dispatch*.

Retired city librarian Paxton Price led off by charging that the library board had wasted thousands of tax dollars in a vainglorious search for his successor, who would be expected "to lead the city out of the wilderness."

Board president Lemoine Skinner, Jr., acknowledged that the board wants a librarian to carry out "an apostolic mission." It would be nice if the next director had a library science degree, Skinner told the paper, but it would be wonderful if that person could also relate to kids.

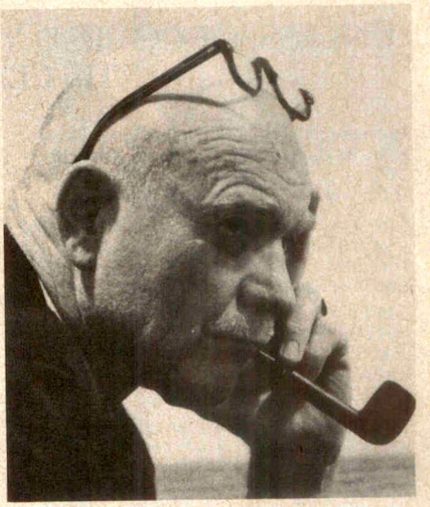
In early December, Skinner wrote to tennis star Arthur Ashe (*AL*, Feb., p. 95) to ask if he would be interested in a "high level" position in a "specifically conceived mission to the young people—particularly the black young people—of St. Louis."

Skinner denied he offered Ashe the director's job, but the letter caused Price to remark, "Ever since the [1965] riots, libraries have tried every imaginative approach . . . to sell libraries to inner city residents. . . . Ashe wouldn't be able to turn the tides," he retorted.

Relieved of his duties last June to serve as executive secretary of the library board until Jan. 1, Price revealed that the board had allocated about $10,000 to print an elaborate advertisement in newspapers and journals across the country and even in the *London Times*. "If they had wanted to listen, they would have had to spend only $500 or so," Price maintained.

Skinner considered that $10,000 was a "modest investment, if you're looking for the best man for a public service institution with a budget of $4 million a year." He told the *Post-Dispatch* that the board is interviewing seven applicants. Among them "the profession is well-represented," he said.

Meanwhile, no reply has been received from Ashe. "I'm inclined to feel he may not respond at all," the board president stated.



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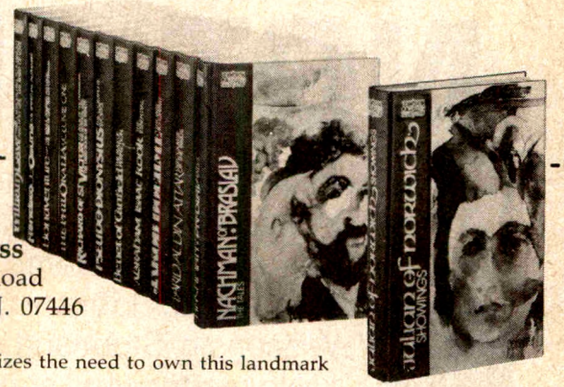

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AL 3/78

Toronto High School Bans KKK Speaker

In a situation echoing ALA's controversial film *The Speaker*, the principal of a Toronto high school barred a Ku Klux Klansman from addressing an upper level history class in January.

Lorne Howcroft, principal of Cardinal Newman High School, said his action was prompted by racial problems in Toronto, according to a *Globe and Mail* newspaper report.

Howcroft told the paper, "Toronto has a racial problem developing, and I don't want to provide any bit of encouragement by permiting the use of our facilities to a racist organization. They (Klansmen) have a history of oppression and violence, and we didn't want to give them credibility by inviting them into the school. An appearance by a member of the Ku Klux Klan in our school contravenes all the values we have as a school."

History teacher Colleen Mawson invited the Klansman to discuss his view of the Civil War Reconstruction period after reportedly receiving permission from a school administrator other than Howcroft. The principal canceled the talk when he heard about it through a newspaper report.

Without criticizing Mawson, he said the speaker would be unable to "deal clinically and abstractly" with the Reconstruction period and "divorce himself from the ideology of the Klan."

Cardinal Newman High School is located in Scarborough, a Toronto district with a mostly white, middle-class population. In *The Speaker*, the principal of a school in a similar community opposes a talk by a man who believes blacks are genetically inferior to whites. His reasons resemble those Howcroft gave for his own action.

Mawson told the *Globe and Mail* her students were disappointed at being unable to hear the Klansman. She said they had researched the history of the Klan and "were ready to give him (the speaker) a good argument."

Unlike in *The Speaker*, cancelation of the Klansman's talk has not led to protests of freedom of speech abridgement, according to a *Globe and Mail* spokesperson.

School personnel were not available for comment at *AL* press time. —*S.S.C.*

Soviet Librarians Encounter Big Snow & Warm Welcome

The three Soviet librarians who officially toured the United States in January encountered one big surprise: a Moscow-style blizzard in the Big Apple.

On Friday, Jan. 20, they took a subway to Columbia University, only to find it deserted in New York City's 13-inch snowstorm. Carol Learmont, assistant dean of Columbia's library school, saved the day by managing to open the Butler Library for them. Then they went on to Macy's, one of the few attractions not closed in the citywide snow emergency.

Headed by Georgy P. Fonotov, deputy director of the Library Department in the Ministry of Culture, U.S.S.R., the three-member delegation was returning the 1976 visit of an American group led by ALA's Robert Wedgeworth. Both trips were designed to strengthen cultural relationships under the Helsinki agreement, to negotiate exchange programs, and to acquaint librarians with

(Continued on p. 154)

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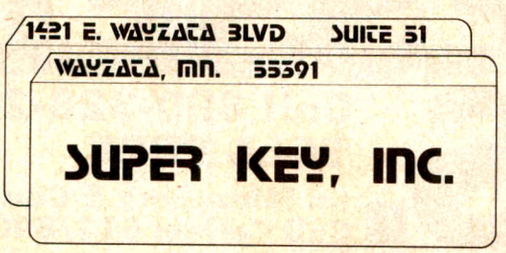

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COMMENTARY

A "Giant" at Headquarters

As another ALA Midwinter meeting slips into memory, let me commend the tremendously wonderful job Chris J. Hoy and his staff did in arranging our gatherings.

For two decades, Chris and his staff have taken endless requests for meeting rooms, meals, audio-visual materials, and other support services, and turned them into realities in order that all units of ALA could carry out their Midwinter and Conference plans. As a former president of the American Library Trustee Association, and as a participant in many meetings of ALA, its divisions and committees, I am personally aware of the fantastic work he does . . . always with patience and concern, regardless of the emergency.

In saluting him, I also want to pay tribute to his cooperative staff—Mary Cilluffo, Elaine Mitchell, Gloria Gray, and Patricia Kearns. Their long hours of work merit them a share of the praise that I sincerely heap upon Mr. Hoy.

We have great administrators and staff in Chicago and Washington, D.C., and Chris Hoy is a giant among them!

DANIEL W. CASEY, ALA Councilor,
Syracuse, New York

Ruminations of a Scholar

After reading "Free Speech Film Sets Off Furor," which appeared on the front page of the *Los Angeles Times* on Dec. 25, I felt impelled to share my ruminations on the controversy over *The Speaker* with the library profession, which has so often fought for the intellectual freedom essential to the continuation of all scholarly thought.

The article indicates that the film was patterned after William Shockley, who was denied the right to express his views at Stanford University several years ago. Although Shockley and Jensen, his philosophical companion, are Neanderthals, the theory they proposed and vulgarized, respectively, forced more progressive sociologists to explain why many blacks do poorly on IQ tests; namely, because such tests are oriented toward the cultural values of the white middle classes.

As a result, the validity of these tests, indeed, of standardized testing in general, has been called to question. This is, I think, an important step forward from which a more relevant method of testing and evaluating people's abilities will issue. In addition, it provides an illustration of what free speech is all about.

Free speech is a dialectic process whereby some extremely objectionable ideas can lead to extremely progressive ideas. One can appreciate blacks' desires to have theories of racial inferiority suppressed and their fear of recidivism, which the film may inspire. However, allowing neoracism to have had its say was the only way to discredit it forever, by calling forth new thinking on the correlation between standard testing and cultural backgrounds that will benefit not only blacks, but society as a whole. If this kind of dialectic is prevented, if one side or the other is suppressed, a good deal of trash thought, perhaps dangerous thought, may never come to light; but as a result, the occasion for a good deal of progressive thought will be lost. I think this is the issue the film faces, however clumsily it may articulate it.

Let those who object to it do so, by all means. But let them not have the power to suppress it, since by its explosive nature, it is potentially the vehicle for another very important dialectic on a fundamental issue.

Free speech can never be a matter of whose ox is being gored.

WILLIAM D. PATT, doctoral candidate,
Department of History, University of
California/Los Angeles

A Reasonable Solution

In reading Boyd Rayward's report on IFLA 1977 (*AL*, Dec., pp. 606–13), I was struck by his remarks on the weakness of the

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simultaneous translation at the conference. One often hears similar complaints about other international meetings, both concerning the cost of translation and its inefficiency, especially in open discussions.

Last March, while visiting the USSR, I discovered that I was able to make more valuable contacts by means of Esperanto and the worldwide delegate organization of the Universal Esperanto Association, than either through English or my less-than-adequate Russian.

Gradually, I have become aware that Esperanto probably deserves much more serious attention than we usually give it in Anglophone North America. Since language barriers seem to be more than a joke, perhaps we ought not to treat any reasonable solution to the problems as a joke.

Need I add that anyone wishing to read a fair and objective treatment of the subject should turn to the Britannica? In *Library Journal*, April 15, 1969, M. P. Wilson describes the role librarians might play in introducing the wide use of Esperanto.

GEORGE PARTLOW, Alaska State Library, Juneau

The Problem Patron

We are very impressed with Carol Easton's article, "Sex and Violence in the Library" (*AL*, Oct., pp. 484–88.) We have had a great struggle with three mentally-ill men who caused persistent difficulty. Many Connecticut public librarians have experienced the kinds of problems and sometimes the lack of support that Easton so well describes.

I'm planning a meeting at the Connecticut Library Association conference in April on the problem patron. A psychologist, a police officer, a lawyer, and a city library director who has a new Get Tough policy will be the resource people.

Easton's article gave us a good feeling that we were right to investigate our rights as individuals when confronted by harassment.

SUSAN W. RADEL, Fairfield Woods Branch Library, Fairfield, Connecticut

Was It Provoked?

As a person who has had eight years' experience (in two different cities) of direct service to the public, I consider myself qualified to comment upon Carol Easton's article "Sex and Violence in the Library." While it is true that what she writes about does really exist (I have had to break up one or two fistfights in the course of my duties, I admit), it seems to me that library employees tend to overemphasize the brutality they receive while ignoring the brutality they dish out.

Not physical brutality, of course. But snobbery, tongue-lashings, and attitudes that say clearer than words, "I hope that you will disappear." There are plenty of those, and I believe that they often lead to counter-reaction of various sorts.

In judging the blame to be assessed for unacceptable behavior, one needs to ask, "Was it provoked or unprovoked?" I believe that often it IS provoked. We need to clean our own stables rather than to spend energy shouting angrily about those others whom we allege to be trouble-makers.

RICHARD W. SHELLMAN, Rockford, Illinois

Libraries Need Librarians

Paraprofessionals and clerical workers are an essential, integral part of our library systems. However, patrons do not receive full library service when a nonprofessional attempts to solve a professional-level problem. Such practices hurt librarianship and damage good will. If the public sees libraries and librarians only in terms of the understaffed service they have been receiving, respect and financial support will drop to a critical level.

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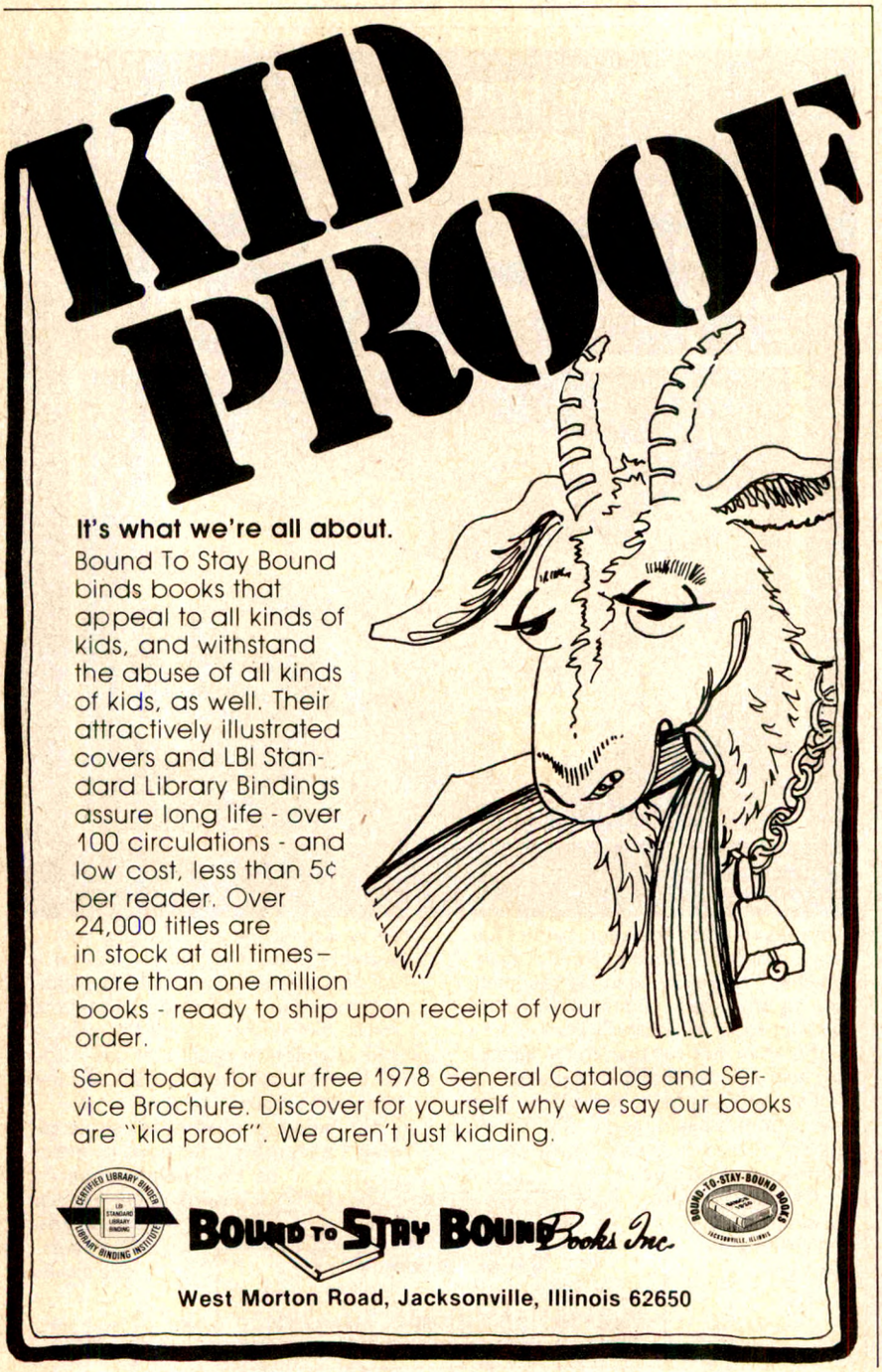
LEE E. GOLDSTEIN, University of New Mexico Law Library, Albuquerque



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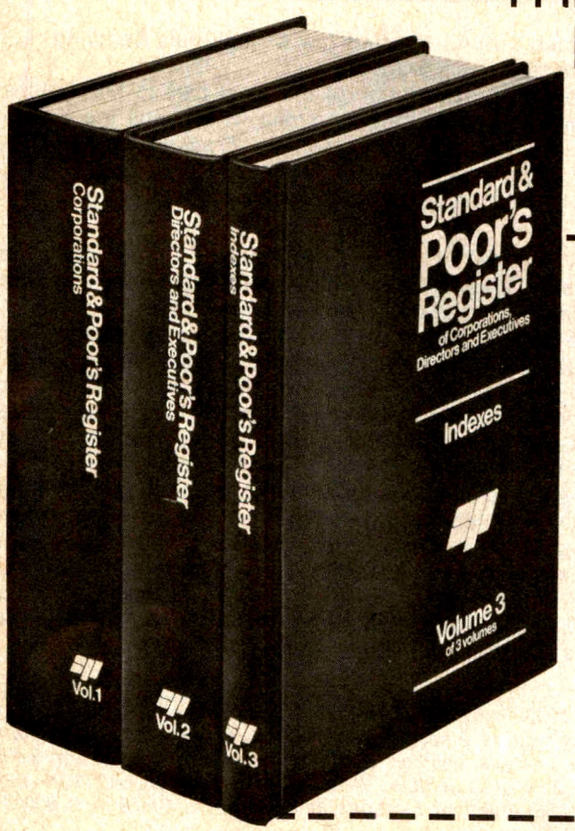

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ACTION EXCHANGE

Q. Because we will probably be doing our own moving next year, I need tips from librarians who've done it themselves. *Ottilie H. Rollins, Clarkson College of Technology, Potsdam, New York* (*AL*, Dec., p. 597).

A. When the Commerce (Tex.) Public Library moved from one building to another a few years ago, our very resourceful head librarian, Maude Johnson, thought of using 24-can beer cartons. She gathered up hundreds of them, sometimes with the aid of store owners, sometimes by going through trash bins.

The cartons are shallow, so one can load the books on the fore edge, thus showing the call numbers. They are sturdy but not too heavy, and they worked beautifully. *Sandy Schrag, Commerce, Texas.*

A. If new shelving is to be purchased for your new building, once the shelving is removed from the carton, there are your shelf-sized packing boxes.

We moved from a three-story-Carnegie to a ground level addition. We set up a potato storage chute in a second floor window to deliver the boxes to book trucks below. The staff checked the classifications, the boxes were trucked to their new homes, and we moved nearly 24,000 books in ten hours with 100-percent accuracy. *Helen Atchison, Librarian, Cary Library, Houlton, Maine.*

A. Four years ago we moved our library to the new campus ten miles away. Our maintenance crew converted some Bro-Dart particle wood single-faced shelving to doublefaced, six-shelved book trucks. I numbered the trucks and then the shelves, to reduce error in loading and unloading. After vacuuming the books, we loaded the shelves and tied pre-cut cardboard panels to the sides to keep the books from shifting during the trip on the van. Forty-eight shelves of books in order, per trip, minimized the handling at the receiving end. *George F. Ermel, Associate Librarian, Luzerne County Community College, Nanticoke, Pennsylvania.*

A. When we moved, one problem was calculating how much shelf space we needed for each part of the collection. It took a fair amount of time to figure out how many feet the "H's" occupied, for example.

If we had it to do again, I'd buy a distance measuring wheel manufactured by Rolatape, Corp., 4221 Redwood Ave., Los Angeles, CA 90066. You could roll the wheel along each shelf to get the total feet the books occupy. *James Segesta, Technical Services Library, California State College, Bakersfield.*

A. In moving three small library collections into a new consolidated library, I began by drawing up patterns of the new shelving, numbering each shelf of each section of shelves for all ranges. Then I planned, on the patterns, exactly where each shelf of books in the old collections would go, and wrote the call number of the end book for each shelf on the pattern.

On each of the old shelves I placed a bit of masking tape on which I wrote the new section and shelf number. When that shelf was packed, the tape was attached to the box. The sections and shelves in the new quarters were also marked.

If you have more stack space in your new quarters, you could use two boxes per shelf and two pieces of masking tape. This would enable you to use smaller boxes such as those used by the binders. Perhaps your binder would lend or sell them.

One problem you might encounter is that some movers may want to reverse the order of the boxes on either packing or unpacking. Library staff members should supervise the movers closely to avoid this. *Gordon Randall, Yorktown Heights, New York.*

A. Many factors (such as quantity of material, distance, and topography within and between old and new locations, relative importance of time versus money) impinge on the selection of a moving technique. We moved 46,356-linear feet of material from one multi-storied building to another in 60 custom-made "book moving carts" designed around the first law of materials handling, i.e. maximize the unit load.

I've sent a description of the steel cart to Ms. Rollins and will do the same for anyone who sends me a self-addressed stamped envelope. *Frank Ward, Administrator, Library Management Services, University of Toledo, 2801 W. Bancroft St., Toledo, OH 43606.*

A. We move so often we actually KEEP our books in boxes on our shelves. We lose about five inches of space per shelf, but are ready to move at a moment's notice.

We use record transfer boxes 17 inches deep, 12½ inches wide, and 10 inches high. They have shallow lids, hand-grip holes, are sturdy enough to be stacked four or five deep, and can't be too heavy to lift. For big books we use Gaylord interlibrary loan boxes. We place the open ends to the aisles and the lids on the bottoms.

The boxes can be assembled without tools or tape, and after a move could probably be sold to students for dormitory storage. Our record transfer boxes came from Corning Packaging Co., Riverside, NY 14830, but any good office supply house would have them. *Virginia Wright, Assistant Librarian, The Corning Museum of Glass, Corning, New York.*

OVER TO YOU

Q. Has anyone compiled a list of the journals that, like *American Libraries*, freely permit photocopying for the noncommercial purpose of educational or scientific advancement? Such a list would be most helpful to academic libraries to save writing for permission to copy for reserve use and interlibrary loan. *Gertrude Reed, Head, Reference Department, and Archivist, Bryn Mawr College Library, Bryn Mawr, Pennsylvania.*

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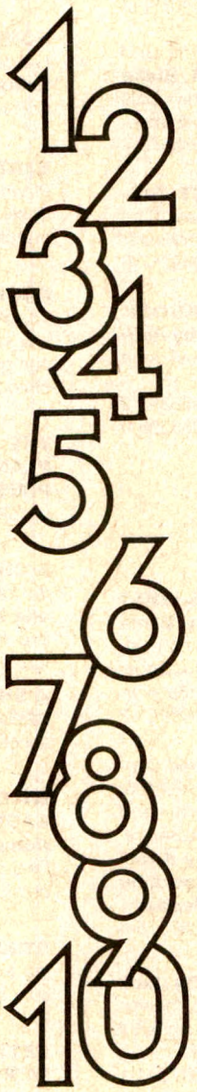

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Librarianship and ALA in a Post-Industrial Society

by Pauline Wilson

Daniel Bell

This article, which examines the theory of a post-industrial society and its significance for librarians, is the $1,000 winner in Round III of the American Libraries Prize Article Competition, sponsored by the J. Morris Jones and Bailey K. Howard World Book Encyclopedia-ALA Goal Awards.

The top-rated article of the recently completed Round IV of the competition will appear later this volume.

Since the publication of Daniel Bell's *The Coming of Post-Industrial Society* in 1973, "post-industrial society" has become a common phrase. Librarians have usually understood it to mean an enlarged role for information and knowledge, and by extension an enlarged role in society for their profession.

Increased need for information and knowledge is, however, only one aspect of Bell's model of a post-industrial society. There are other aspects that have equal importance for the library field; this essay will explore some of those other aspects. Bell's book will be used, and, in addition, when it contains a clearer explanation, his later work *The Cultural Contradictions of Capitalism* will be cited.[1]

The material used to represent the American Library Association is the past ten years' public record of the Association's annual and midwinter conferences contained in *American Libraries* and *Library Journal*. This material will not be cited because it is not used to isolate events, only as background for discussing trends.

Bell's Model

Most analysts have conceived society as being made up of parts that form a unity. That is, these parts are not independent of each other, operating separately and autonomously, but instead function and change together in a sufficiently smooth fashion as to permit the society to provide for its members and endure.[2] Here is where Bell's major difference with other analysts lies.

Bell does not agree with the traditional view of society as a unity. He believes instead that the parts that make up the society of the United States today are not a unity; they are in "disjunction" with one another. By disjunction he means the parts are separate from one another, do not necessarily change together, and each operates according to a different "axial" principle—a different central operating idea around which each part revolves. Today these axial principles are not in harmony with one another.

There are three major parts of society considered by Bell. The first is the social structure, made up of the economy, technology, and the occupational system. Its axial principle is efficiency. It is economizing, rational, and meritocratic.

The second part of society is the culture, which is defined as the "realm of expressive symbolism and meaning" or the

Pauline Wilson is an assistant professor at the University of Tennessee Graduate School of Library and Information Science. She is the author of *A Community Elite and the Public Library: the Uses of Information in Leadership*, published by Greenwood in 1977, and is currently working on another book.

symbolic expression of meanings such as are embodied in a work of visual or literary art. The axial principle around which the culture revolves is self-enhancement and self-fulfilment, and it is not necessarily rational; today it is, in fact, often irrational. At the present time, the axial principle of the culture is at odds with the axial principle of the social structure.

The third part of society is the polity. This is the realm of power, of government, wherein the use of force is legitimate in order to regulate internal conflict and to secure social justice, however that may be defined, whether according to tradition or according to a written constitution. The axial principle of the polity today is participation.[3]

Defining a Post-Industrial Society

A post-industrial society is one in which the economy consists largely of services as opposed to an industrial society, in which the economy is largely made up of goods-producing industries. Using this definition, the United States is well along in the process of becoming a post-industrial society, for the services employ half the labor force and account for more than half of the Gross National Product.[4]

Services can be grouped into four categories: personal services, such as motels and garages; business services, such as banking and finance; services such as utilities, transportation, and communication; and services of health, education, research, and government. Growth of all these types of services is characteristic of a post-industrial society, but it is the growth of the last category—health, education, research, and government—that is the hallmark of a post-industrial society.[5]

There is a difference between goods-producing industries and services that has import for librarians, since libraries are a service and since it is always necessary to secure operating funds for them. The significant difference lies in their different rates of productivity. It is more difficult to increase productivity in a service.

Bell illustrates this difference with a simple but clear example of a live, half-hour musical performance by a quintet. It requires 2½ work hours to perform the quintet. Suppose the cost of the performance goes up as a result of a rise in the wages of the musicians. Productivity cannot be increased to compensate for the added cost. It still requires 2½ work hours to perform the half-hour quintet.[6]

The different effect of labor costs in a goods-producing industry and a service can be further illustrated. The labor cost in goods-producing industries runs about 30 percent of the total cost; in the services it runs as high as 70 percent or more. If a 10-percent wage increase is granted, the addition to the total cost of producing a service is 7 percent, whereas in a goods-producing industry it is only 3 percent. Furthermore, that 3 percent probably can be overcome by increased productivity, but rarely so in the case of a service. A comparison of the productivity increase rates between the two sectors demonstrates this. It shows the goods-producing industries increasing productivity at a rate of 3 percent a year while productivity in the services is increasing at a rate of only 1.2 to 1.9 percent a year.[7]

Librarians will recognize this phenomenon at work in the library. It takes the form of employing paraprofessionals and volunteers to do the work formerly done by librarians. It is an attempt to reduce cost in lieu of increased productivity or to increase productivity at lower cost.

To understand the difference between a post-industrial society, with its large component of services, and a goods-producing industrial society, one more illustration is needed. This illustration, too, has import for librarians.

Librarians do not normally think of government as being a competitor for the same funds they are seeking for the library. Instead, they are inclined to see government only as the source of funds and, in the case of the federal government, a source of largesse. But in fact, government, whether local, state, or federal, is a competitor.[8]

All governments secure their funds from the same source—the taxpayer. Government itself is a service with the same problems other services have: lower rate of productivity plus difficulty in increasing productivity. Couple that fact with the following figures on the growth of government: During the past 20 years government employment has more than doubled, from 7.4 million to 15 million. Government payroll costs have increased more than 500 percent. In 1975 the annual salaries of federal government employees averaged $4,000 above the average in private industry.[9] Thus, the growth of one major service may compete with the development of another.

The above explanation of a post-industrial society can be summed up by stating that when a large component of services relative to goods-producing industries is present in an economy, an element of drag and lower productivity in the economy is inevitable.[10] And for librarians this slower-paced economy could mean greater difficulty in securing funding for library services.

The Social Structure and Its Axial Principle

The social structure is made up of the economy, technology, and the occupational system. The major change in the economy—the shift to services as opposed to goods-producing industries—has been noted. To understand the place of technology in a post-industrial society, another aspect of the economy must be considered.

Economically, the United States does not exist in splendid isolation. It is instead part of a world economy, a world market in which it must compete successfully. When a manufactured product becomes standardized, a post-industrial society loses its competitive advantage to lesser-developed countries because these countries can manufacture the product more cheaply: their labor costs are less, and these industries are apt to be nontechnology-intensive, making the products suitable for manufacture by lesser-developed countries. The United States has lost competitive advantage in nontechnology-intensive industries. Only in technology-intensive industries, such as computers and airplanes, is the United States competitive in the world market today.[11]

The Knowledge Society

Technology-intensive industries represent a linking of science and technology. They are science-based industries; they rest on knowledge. That is why the post-industrial society is called a knowledge society.

The most important knowledge in a post-industrial society is *theoretical* knowledge, for a change takes place between theory and practice in a post-industrial society. Theory as-

sumes primacy over practice, and it follows that "there is nothing so practical as a good theory."[12] It is practical because theory is the essential basis of innovation, which in turn is essential if the post-industrial economy is to remain viable by means of technology-intensive industries.

But the need for knowledge is not confined to industry, nor is the need for theory. Bell states that, increasingly, in a post-industrial society all occupations come under the dominion of science and technology, and, increasingly, advances in any field will become dependent upon theoretical knowledge.[13]

The library field is no exception. Learning how to use technology for library processes and information handling has been one of its major preoccupations during the past decade. Though progress has been made, it marks only a beginning.

Talented Tinkerers

But theory is perhaps the area in which the field is most vulnerable. The hallmark of librarianship has long been pragmatism, empiricism, rule of thumb. The words Bell uses to describe the inventors in America's early industrial period —"talented tinkerers"—might be applied to librarians. As an example, they have tinkered with classification systems and subject headings until today we find an expert in the field noting, "The future of subject analysis does not loom bright . . . In the United States, the initiative in devising subject bibliographic control seems to have passed to the information specialists. . . . The anxieties and confusion associated with subject analysis in the United States stem from the fact that American librarians have developed no clear philosophy of subject control."[14] Thus, for lack of a theory, an initiative was lost.

The need for knowledge in a post-industrial society, theoretical knowledge as well as many kinds of specialized knowledge, produces a change in the occupational system. A large portion comes to be made up of experts of one kind or another, persons whose working tools consist of a variety of specialized bodies of knowledge. These occupations are termed professional and technical, and all rest on a body of specialized knowledge.[15] It is the creation, dissemination, and use of this specialized knowledge that gives rise to the need for increased and improved information handling.

The library field has seen this aspect of the post-industrial society as an opportunity to advance and increase the importance of its profession in society. However, such an opportunity cannot be grasped, much less realized, if the field is incapable of meeting the challenge. And knowledge is what is needed to meet that challenge. Two weak areas in the knowledge base of librarianship have been noted—theory and technology. Another will be discovered as the axial principle of the social structure is considered.

The axial principle of the social structure is economizing and rational, optimizing, maximizing, and meritocratic.[16] Librarians are acquainted with this axial principle, for it, too, has been a major preoccupation. Some words by which we can recognize this preoccupation in the library are planning, measurement, evaluation, and accountability. State library agencies are familiar with it, as are the librarians of Illinois, for they have been trained in the use of one of its tools, CIPP—Context, Input, Process, Product.

Using CIPP as a guide, the librarian analyzes the community, states the library's goal in light of the analysis, lists the objectives and the activities to be considered for use in achieving the goal, carefully weighing the alternatives and the differential cost of resources for each, and then on that rational basis, chooses the best way to deliver the service with the least or best expenditure of resources. The librarian then evaluates periodically to determine if the best choice really was made, if the resources really are being best used, and if the goal is being achieved. This is the economizing, maximizing, rational mode of the axial principle.

"Librarians may be seriously challenged in their own field by strong competition from without."

CIPP is an example of an intellectual technology. Other intellectual technologies or tools used to operate the post-industrial social structure are simulation, decision theory, linear programming, and management science. There are many others.[17] These are the hallmark of our social structure today.

The knowledge base of librarianship needs more problem-solving tools added to it. For example, it needs the interpretive language of statistics added to its basic education. And it needs more than a nodding acquaintanceship with management science. As one concerned group put it, "Librarians, we think, should regard themselves as evolving into a management profession specializing in libraries. If we do not, we may discover that when the future becomes now, we will have nothing to inherit . . . the experiential level of many librarians may be seriously challenged in their own field by strong competition from without if proper thought is not directed to this matter in advance."[18]

The Culture and Its Axial Principle

The culture is the "realm of expressive symbolism and meaning" or the symbolic expression of meanings such as embodied by a work of visual or literary art. Its axial principle is self-enhancement or self-fulfillment,[19] or what has been variously called the "new narcissism," the "obsessive concern with self," or the "imperial self."[20] This axial principle is anti-institutional and "antinomian."[21]

It is anti-institutional because it sees the institutions of society as bad things. They are society's instruments for repressing and inhibiting the self. They keep our true, good, pure self from shining through. Thus, they keep us from achieving "authenticity of being"—a state that Bell claims no one has yet defined.[22] According to this axial principle, institutions maim us in various ways. They make us sick and they make us bad. In our sickness, in our crying out against exploitative and repressive society, we may murder, rape, and steal. But that is society's fault, not ours.

In addition to being anti-institutional, the axial principle of the culture is antinomian, which means it rejects obedience to any higher law, doctrine, or value. [23] Values are relative. There are no universal values. What is right for you is right for you, and what is right for me is right for me. You choose and I choose. Everybody doing their own thing. It

can be seen that this axial principle is indeed at variance with the axial principle of the social structure.

The axial principle of the culture finds expression in the library in continuing education for the library staff that has as its major purpose morale-building, or of giving meaning to work life. Emphasis on training in interpersonal relations is also an attempt to deal with this axial principle. Both of these efforts might be thought of as attempts to contain the principle or channel it into constructive activity. Other evidences of this principle at work are assertiveness training, therapy groups, and encounter groups.

According to Charles Fair in his book *The New Nonsense*, the mode we choose to enhance and fulfill our imperial self depends upon our temperament. For example, some of those whose temperament seeks a socially acceptable outlet for hatred are apt to become activists. Activism allows expression of hatred and legitimizes it because it is done in the name of good—"rationalized hatred" is the term Fair uses.[24] One is helping the underdog or looking out for some aspect of "the people's" welfare.

At the ALA Conferences

Not only does the axial principle of the culture operate in the library, it is also present in the American Library Association's annual and midwinter conferences. This axial principle may be said to have come to full flowering at the Dallas Conference of 1971 with its Gay Liberationists' Kissing Booth and Hare Krishna and assorted other expressions. It has been a part of all ALA conferences since then in the form of activists and resolutions of one kind or another. From the decade's public record it may be noted that the American Library Association has devoted a considerable amount of its resources—time, talent, and money—to dealing with this axial principle.

The Polity and Its Axial Principle

The polity is the realm of power wherein the use of power is legitimate in order to regulate internal conflict and to secure social justice, however that may be defined according to custom or to a written constitution.[25] This is the realm of government, whether the government of the United States, the American Library Association, or a library. It is the realm also of the body politic. In the post-industrial society its axial principle is participation because what one is seeking in this realm is power, the right to have a say over decisions affecting one's life.

This axial principle takes many forms. In the library it may take the form of participatory management, of unionism. Outside the library it may be recognized under the name of populism—power to the people—or under the name of egalitarianism. It is well represented in the American Library Association. It is with these two manifestations—populism and egalitarianism—that the variance of this axial principle with that of the social structure can be most clearly seen.

Populism and egalitarianism are not in harmony with the meritocratic aspect of the axial principle of the social structure. Under the latter, achievement is given recognition; this achievement rests on talent, education, skill. The recognition confers status, and it is this that is seen as elitism by the populist and egalitarian movement. They seek justice and fairness, everyone treated the same and no distinctions made.

However, the logic of the meritocratic principle is inherent in the post-industrial social structure because it relies on knowledge—on educated brainpower—to innovate and to operate the social structure. Bell expresses a view on populism similar to that of Fair on activism. According to Bell, contemporary populists and egalitarians are not *for* justice and fairness, they are *against* elitism. But what they are really seeking is power.[26]

To understand the axial principle of the polity in the post-industrial society, consider the ways one can acquire power for the purpose of bettering one's situation. There are three ways of doing this in the post-industrial society. First, there is the traditional way of property, a method that depends upon family, inheritance, and entrepreneurial ability. However, this traditional way is changing and breaking down and, additionally, new definitions of property are arising, such as the claim to a property right in one's job. Consequently, this traditional method is not all-important as it used to be.

The second route to power and bettering oneself is through skill. Because of the dependence of the post-industrial society on educated brainpower, this route is a good one. Its basis lies in the individual—the individual's talent plus education and training.

If both the above paths to power are closed to one, there is yet a third effective way. It is politics.[27] This is very much a group process; therefore, to understand it one must look at group formation in the post-industrial society.

Rights Multiply

The post-industrial society is a communal society. In a communal society everyone has rights, and rights continue to multiply. Children have rights, old people have rights, blacks have rights, whites have rights, the handicapped have rights, and so on. Then there are rights to clean air, clean water, freedom from noise, freedom from smokers, freedom from children, and so on.

Groups organize around these rights. With so many rights groups and limited resources, how can everyone be satisfied? They cannot be, so how shall the choice be made? It will be a hard choice because it will not be a question of right versus wrong but right versus right. One result of the formation and continued proliferation of rights groups is that they tend to check one another, veto one another. The result of this process is evident in the post-industrial society—impasse, stalemate, rising frustration, a sense of powerlessness.[28]

The above process can be seen in the decade's record of American Library Association conferences. There were many discordant groups, each claiming its right: its right to hold office, its right to a program, its right to its own ALA office, its right to respect, its right to a better salary, its right to free sexual expression, its right to status, its right to be funded, and so on.

How are the hard choices made in a post-industrial society? Politics is the answer, or haggling, as Bell puts it.[29] Even the economy is subordinate to the polity in a post-industrial society, although it wasn't when capitalism was young and the United States an industrial society. Then it was the market mechanism—a fluid price system responsive to supply and demand—that aggregated individual choices and made an allocation of values or goods on that basis.

Today there is no longer a fluid price system responsive to supply and demand, and capitalism is no longer youthful. We have administered prices and negotiated wages; we have a managed capitalism in which the social decisions are made by the polity. Politics is in the driver's seat in the post-industrial society.[30]

The meaning of the proliferation of rights groups and the political nature of the post-industrial society for the library world is that efforts to secure funding for library services will take place in a competitive political environment of contending groups, each with a worthwhile right.

Significance for Librarianship

For the library field, two areas of prime importance emerge from a reading of Bell's model. The first is the political environment characteristic of the post-industrial society. It is competitive and it will continue to be competitive. For the library this means that careful planning, coordination, and continual attention to legislative programs, as well as other means of securing funding, is required.

The second area of importance is the knowledge base of librarianship. If it is to meet the information needs of the post-industrial society, it must be enlarged and enriched. Three areas in need of improvement have been identified—theory, technology, and management tools and skills. There is, however, another area of concern: information science.

Information science is not adequately integrated into library education, and in some library education programs, it is nonexistent. Furthermore, two recent position papers indicate a move in the information science field to sever connections with the library field.[31] This severance is to begin with the removal of information science from the library schools. The library field is seen as inhibiting the development of information science; it is seen as a drag on progress.

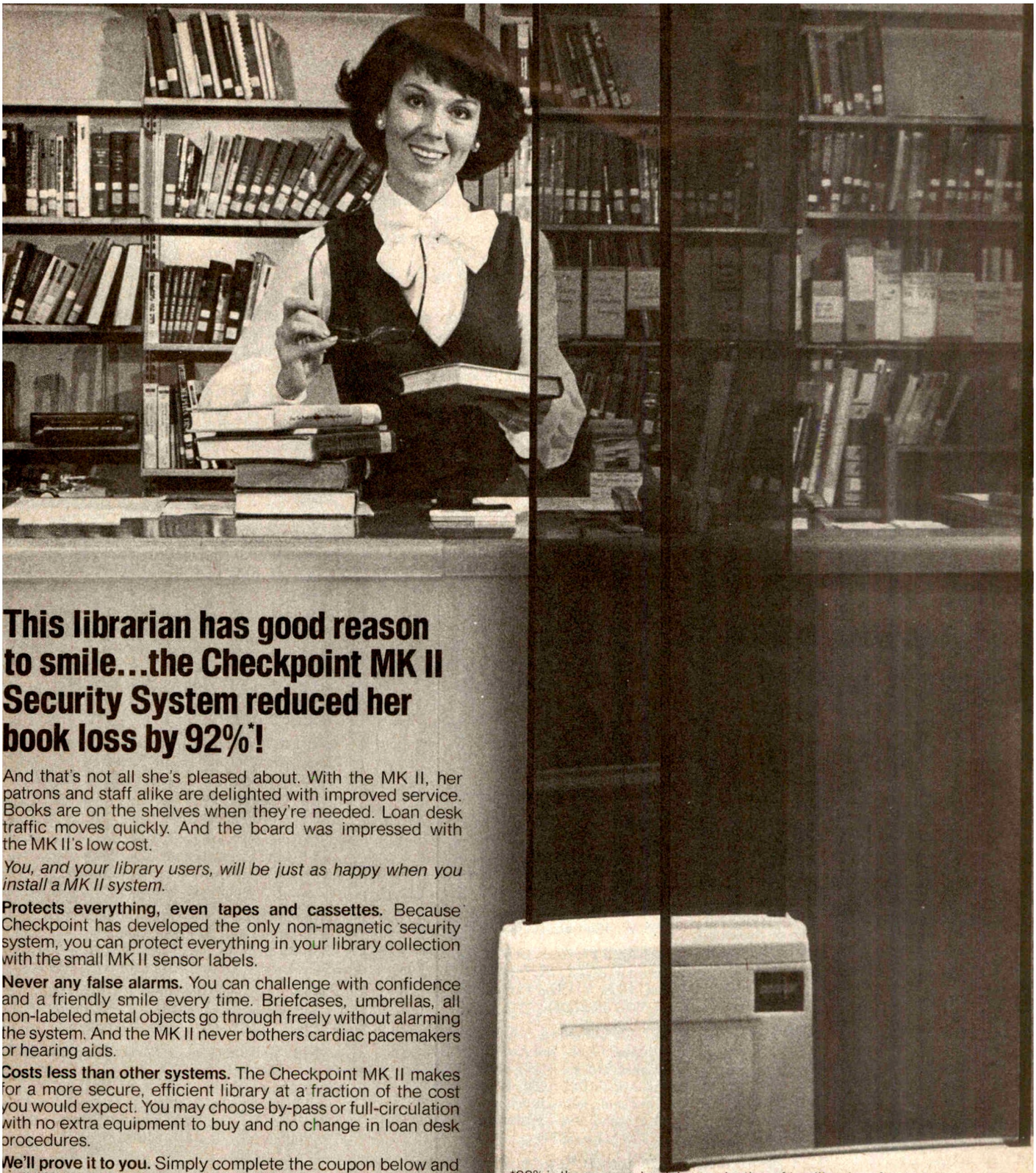
This indictment is also aimed at the American Library Association. The Association is seen as inadequate for accrediting information science education. It is viewed as being conservative as well, in a sense different from political. A reading of these position papers combined with a reading of the Association's record of the past decade leads one to believe that, in part at least, what is meant is a kind of intellectual conservatism, conservatism of thinking about the information-handling problems of a post-industrial society coupled with a failure to move rapidly enough toward a solution of those problems.

Concerning the American Library Association, the impression that emerges is that of a highly politicized organization, an organization dominated by the axial principles of the culture and the polity. An impression emerges that the Association has been exploited; that it has been used as a political arena and a political instrument by some of its members, The politics of self-enhancement and the politics of participation seem to have held nearly full sway throughout the decade.

At the same time, with some exceptions,[32] what is missing from the record is a sense of intellectual ferment, of intellectual vitality. This lack, coupled with a tone of incivility that runs like a flaw throughout the fabric of the decade's record, leads one to the conclusion that a better balance between the axial principles of the post-industrial society would be in order. The axial principle of the social structure needs better representation if librarians are to be adquately prepared to meet the information-handling needs of the post-industrial society. □

Notes

1. There are large segments in both works that will not be considered, for they are outside the scope of this essay; only the essence of Bell's explanation of post-industrial society is discussed.
2. Daniel Bell, *The Coming of Post-Industrial Society*. New York: Basic Books, 1973. pp. 476–77.
3. Ibid., pp. 12–13; Daniel Bell, *The Cultural Contradictions of Capitalism*. New York: Basic Books, 1976. pp. 10–13.
4. Bell, 1973, p. 15.
5. Ibid., pp. 14–15.
6. Ibid., p. 155.
7. Ibid., p. 156.
8. Ibid., p. 157.
9. *The Knoxville News-Sentinel*, July 11, 1977, p. B-6.
10. Bell, 1973, p. 157.
11. Bell, 1976, p. 214; Bell, 1973, p. 158.
12. Bell, 1973, pp. 20–21.
13. Ibid., p. 26.
14. Doralyn J. Hickey, "Subject Analysis: An Interpretive Survey," *Library Trends*, July 1976, pp. 286, 288. See also Phyllis A. Richmond, "Mr. Dewey's Classification, Mr. Cutter's Catalog, and Dr. Hitchcock's Chickens," *Library Resources & Technical Services*, Spring 1977, pp. 107–09.
15. For those who may be unfamiliar with the relationship between a specialized body of knowledge and professionalization, it may be stated unequivocally that the one indispensable attribute of a profession is a specialized body of knowledge.
16. Bell, 1973, pp. 12, 274–75.
17. Ibid., pp. 29–33.
18. Dora Biblarz and others, "Professional Associations and Unions: Future Impact of Today's Decisions," *College & Research Libraries*, March 1975, p. 127.
19. Bell, 1973, p. 12.
20. Peter Marin, "The New Narcissism," *Harpers*, October 1975, pp. 45–56. Robert W. Glasgow, "The Obsessive Concern with Self." An interview with Robert Nesbit. *Psychology Today*, December 1975, pp. 43–64. Quentin Anderson quoted in Bell, 1973, p. 478.
21. Bell, 1973, p. 44.
22. Ibid., p. 412.
23. Ibid., pp. 478–79. If the reader wishes to explore the culture further, *The Cultural Contradictions of Capitalism* treats the subject more fully than *The Coming of Post-Industrial Society*. In any case, it is the recommended first choice for those who lack a social science background.
24. Charles Fair, *The New Nonsense: The End of Rational Consensus*. New York: Simon and Schuster, 1974. p. 18.
25. Bell, 1973, pp. 12–13; Bell, 1976, pp. 10–13.
26. Bell, 1973, pp. 409–15, 426, 432–33, 453.
27. Ibid., pp. 118–19, 360–63.
28. Ibid., pp. 159–60, 301, 469.
29. Ibid., pp. 307, 365.
30. Ibid., pp. 112, 275, 297–98, 373.
31. Tefko Saracevic, "Information Science Education in the 1980's?" Paper read before the meeting of the American Society for Information Science, Chicago, Sept. 29, 1977. Richard Palmer, "Interaction: Future Shock, ASIS, and the Library Schools," in *Information Politics*. Proceedings of the ASIS 39th annual meeting, San Francisco, Oct. 4–9, 1976. Vol. 13 Microfiche 1, row D, Column 5.
32. Two outstanding exceptions are the Information Science and Automation Division and the Intellectual Freedom Committee.



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AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

March

6-8: National Federation of Abstracting and Indexing Services Annual Conf., University Holiday Inn, Philadelphia. Fee: $80 (March 7, incl. banquet); $55 (March 8 only); $90 (March 6–8), nonmems. NFAIS, 3401 Market St., Philadelphia 19104 (215-349-8495).

9-10: SLA's Geography and Map Division & U.S. Geological Survey Mtg., Denver Fed. Ctr., Denver, Colo. Discussions & plans for Nat. Cartographic Info. Ctr. Rocky Mtn. Mapping Ctr., NCIC, U.S. Geolog. Survey, Box 25046, Stop 504, Fed. Ctr., Denver 80225 (303-234-2326).

11: Columbia U./SLS Alumni-Student Day, Columbia campus, NYC. R. Wedgeworth, A. Norton, Sen. M. Owens, and others discuss "Occupation: Librarian, What Does It Mean Today?" L. Kreger, Westport, P.L., Westport, CT 06880 (203-227-8411).

15-17: North Carolina Community Col. Resources Assn. Annual Conf., Royal Villa, Greensboro, N.C. F. Eagles, Wilson Tech. Institute, POB 4305, Woodward Station, Wilson, NC 27893 (919-291-1195).

18: *Resource Sharing: Solution or Threat?* Airlie House, Va. Spons., ASIS (Potomac Valley chap.), DCLA, SLA (Washington, D.C. chapter), et al. Fee, $15 (incl. lunch). Transportation by chartered bus avail. B. W. Hazelett, Commodity Futures Trading Commission L., 2033 K St., N.W., Washington, DC 20581.

18: *Institute on Management Strategy for Children's Librarians*, Simmons Col./SLS, Boston. C. Chen, SC/SLS, 300 The Fenway, Boston 02115 (617-738-2224).

19-21: *The Book Publishing Process*, Emory U./Div. of Librarianship, Atlanta, Ga. Fee, $35. Structure and mechanics, decision making process, and administration with spec. attention to pub. of trade books, ref. sources, univ. & small presses, textbooks, etc. EU/DL, Atlanta, GA 30322.

MAJOR DATES

ALA Annual Conference
Chicago — June 24–30, 1978
Dallas — June 24–30, 1979

ALA Midwinter
Chicago — Jan. 21–27, 1979
Chicago — Jan. 20–26, 1980

Executive Board
Spring Meeting — Ap. 26–27, 1978

National Library Week — Ap. 2–8, 1978

Children's Book Week — Nov. 13–19, 1978

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

April: Idaho, Massachusetts, Oklahoma, Oregon, Virgin Islands.

June: Colorado, Hawaii, New York.

August: Indiana.

September: Alaska, Connecticut, Kentucky, Louisiana, Minnesota, Nebraska, New Hampshire, New Jersey, North Dakota, Ohio, Wisconsin.

October: Alabama, Delaware, District of Columbia, Florida (or November), Maryland, Mississippi, Montana, Rhode Island, West Virginia, U. S. Indians.

November: Arkansas, Missouri, South Carolina, Texas, Utah.

Fall: Illinois, Kansas (or Spring '79), Nevada, North Carolina.

December: Arizona, Tennessee, American Samoa, Guam, N. Mariana Is., Trust Territory.

Feb. '79: Puerto Rico.

March '79: California, Iowa, Michigan, New Mexico (or April), Virginia.

April '79: Washington, Maine.

May '79: Vermont.

South Dakota and Wyoming have not yet determined if they will hold pre-WHCLIS meetings.

22: *Libraries Online Institute*, Statler Hilton Hotel, New York City. Spons., CUNY Library Assn., NYLA, et al. Among topics are nat. data bases, ref. function of data bases, and online retrieval. K. Smith, CUNY Grad. School & Univ. Ctr. L., 33 W. 42nd St., NYC 10036.

23-April 27: *Basic OCLC Training*, Simmons Col./SLS, Boston. C. Chen, SC/SLS, 300 The Fenway, Boston 02115 (617-738-2224).

27-30: Catholic LA-Catholic Ed. Assn. Annual Conf., Bel Air Hilton Hotel, St. Louis, Mo. Fee: $15 preregis.; $31 package plan incl. full regis., Regina Medal luncheon, conv. luncheon. CLA, 461 W. Lancaster Ave., Haverford, PA 19040 (215-MI 9-5250).

29-April 1: New Mexico LA Annual Conf., Convention Ctr., Albuquerque. S. C. Gray, Albuquerque P.L., 501 Copper N.W., Albuquerque 87102.

30-31: *Virginia Libraries and the Copyright Law*, Boar's Head Inn, Charlottesville, Va. Spons., Va. State L. & LSCA Title III Cont. Ed. Adv. Comm. S. Shook, Va. State L., Richmond 23219 (804-786-1489).

30-April 27: *Library Public Relations*, Palmer GLS, C. W. Post Ctr., Long Island U., Greenvale, N.Y. Fee, $75; 1½ CEUs (mtgs. to be held on 5 successive Thurs. eves.). How to retain, regain, and recruit l. patrons & achieve pub. support for svrcs. J. N. Whitten, PGLS/LIU, C. W. Post Ctr., Greenvale 11548 (516-299-2487).

31: Tennessee Theological LA Spring Mtg., Memphis Theological Sem., Memphis. R. Lewis, United Methodist Pub. House L., 201 Eighth Ave. S., Nashville 37202 (615-749-6437).

31-April 1: *Institute on Zero Base Budgeting in Library Management*, Simmons Col./SLS, Boston. C. Chen, SC/SLS, 300 The Fenway, Boston 02115 (617-738-2224).

April

1: Annual Midwest Children's Literature Conf., Cardinal Stritch Col., Milwaukee. Spons., Soc. of Children's Book Writers. P. Bakula, 5152 N. 84th St., Milwaukee 53225.

5: *Recruitment and Training of Chicano Personnel for Improved Library Services*, Texas LA Conf. program. Spons., REFORMA—Consilio de Tejas. Fee: regis. before March 20, $5; regis. at conf., $7. REFORMA, El Paso Chapter, POB 2064, El Paso 79902.

6-7: Library Management Preconference, Kentucky LA College and Research Section, Rough River State Park, Kentucky. D. C. Genaway, John G. Crabbe L., E. Ky. U., Richmond 40475.

7-8: College and Research Section of Ky. LA Spring Conf., Rough River State Park, Ky. D. C. Genaway, John G. Crabbe L., E. Ky. U., Richmond 40475.

8: *Institute on Conservation Management in Libraries and Archives*, Simmons Col./SLS, Boston. C. Chen, SC/SLS, 300 The Fenway, Boston 02115 (617-738-2224).

12-14: Alabama-Mississippi LA Joint Mtg., Hyatt House, Birmingham. R. Waldrop, ALA, POB BY, University, AL 35486.

14-15: Missouri Assn. of School Lns. Spring Conf., Marriott's Tan-Tar-A, Osage Beach. Workshops on library-centered teaching and teaching library skills. J. Young, Strafford H.S. L., 1860 Meadow Dr., Springfield 65804 (417-736-2111 or 417-883-9110).

21-22: SLA Texas Chapter Annual Business Meeting, Corpus Christi. Guest, SLA Pres.-elect Vivian Hewett. A. Kelley, 3200 Brookfield St., Houston 77045.

27-29: Wyoming LA Annual Conf., U. Wyoming Union, Laramie. Fee: $5 mems., $6 nonmems. (preregis.); $9 mems., $10

London Study Tour Includes One Week in Europe "On Your Own"

Students enrolling in a London Bibliographic Seminar July 2 to August 5 will visit presses, bookbinderies, book stores, publishing firms, and libraries, as well as hear visiting lecturers from British libraries and publishing houses.

As part of this Texas Women's University International Program, sponsored in cooperation with the American Institute for Foreign Study, participants will be on their own the first week of the program (July 3 to 9) or may take an AIFS optional tour from London to Paris, Brussels, Amsterdam, Zeebrugge, Dover, and back to London. Departure is from New York to London July 2; round trip air transportation plus room and board at the University of London for four weeks of classes is $1,220. The optional AIFS tour costs an additional $150.

Students may earn up to six semester hours credit in Library Science, English, or Health Science.

Tuition for Texas residents is $50.87 for three semester hours, and $76.75 for six semester hours; nonresidents are charged $145.87 for three hours,

and $291.75 for six hours. The program may also be audited.

Just prior to the London tour, Frank L. Turner, professor of library science, will offer a three-credit hour course in comparative librarianship on the Denton campus.

For application forms and more details, write Dr. Samuel J. Marino, Director of Libraries, Texas Women's University, Box 23715, TWU Station, Denton, TX 76204.

nonmems. (at conf.). L. K. Lang, Albany Cnty. P.L., Laramie 82070.

May

3: *User Fees: A Dilemma*, Purdue U., Lafayette. Spons., Special Ls. Assn. Indiana Chapter. Spkrs. incl. Fay Blake, U. Calif./Berkeley & John Linford, NELINET. Fee, $45. *Preregister by April 21.* C. Knodle, Purdue U. Ls., W. Lafayette, IN 47907.

3-6: New Jersey LA and EMA-N.J. Spring Conf., Howard Johnson's Regency, Atlantic City. M. Berger, NJLA, Monmouth Cnty. L., 25 Broad St., Freehold, NJ 07728 (201-431-4000).

10-13: Canadian Assn. for Information Science Annual Conf., Four Seasons Hotel, Montréal, Québec. D. Carroué, C. P. 539 Succursale, Place Desjardins, Montréal, Québec H5B 1B3 (514-875-8931).

15-16: New Hampshire L. Council Annual Conf., Red Jacket Mountain View, North Conway, N.H. K. Wiggin, Merrimack P.L., Daniel Webster Highway, Merrimack 03054 (603-424-5021).

19: *Institute on Cataloging Nonprint Materials*, Simmons Col./SLS, Boston. C. Chen, SC/SLS, 300 The Fenway, Boston 02115 (617-738-2224).

June

8-10: *Indexing in Perspectives Seminar*, Kansas City, Mo. Spons., Nat. Federation of Abstracting and Indexing Services. NFAIS, 3401 Market St., Philadelphia 19104 (215-349-8495).

12-13: *Cataloging Audiovisual Materials Workshop*, Univ. Towers Hotel, Seattle. Spons., U. Washington/SL. Emphasizes changes in 2nd ed. of *AACR*. Short Courses Regis., UW, DW-50, Seattle 98195.

14-17: Annual Christian Lns. Fellowship Conf., Moody Bible Institute, 820 N. LaSalle, Chicago. R. Schock, MBI, 820 N. LaSalle St., Chgo. 60610.

15-20: Canadian LA Annual Conf., Edmonton, Alberta. R. Banks, Rm. 516, Cameron L., U. Alberta, Edmonton, Canada T6G 2J8.

July

10-14: Annual Children's Books and Authors Conf., Lindenwood Colleges, St. Charles, Mo. Credit available. Spkrs. include Verna Aardema, Robt. Byrd, & Gary Paulsen. N. Polette, TLC, St. Charles 63301.

17-Aug. 16: *Polish Librarianship and Culture*, Warsaw, Poland. 18 days of lectures; 10 days for sightseeing, visiting ls., museums, etc.; 2 free days. Lectures in Polish; interpreters avail. V. Gala, Polish-American Lns. Assn., 57 W. Golden Gate, Detroit 48203.

24-Aug. 4: *Workshop in the Writing and Illustrating of Children's Books*, W. Los Angeles, Calif. Uri Shulevitz, author/illustrator, aims workshop at those interested in creating their own books. Fee: $200 (noncr.) or $225 (cr.); 1 cr. avail. through Pacific Oaks Extension (write directly to POE, 714 W. Calif. Blvd., Pasadena 91105). For noncr. enrollment: L. Mintz, 563 S. Burlingame Ave., Los Angeles 90049.

October

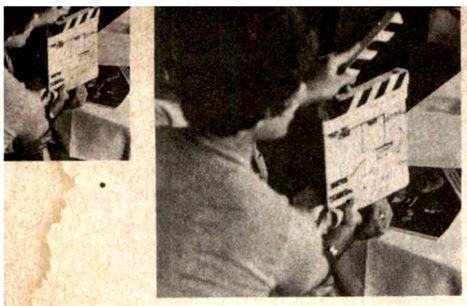
3-6: Soc. of American Archivists Annual Mtg., Nashville. Panels, seminars, tours, demonstrations. A.M. Campnell, SAA, POB 8198, Chicago, IL 60680 (312-996-3370).

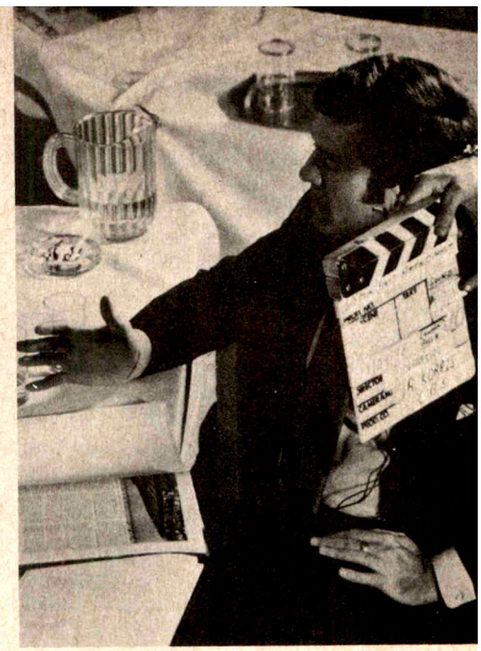
22-25: Pennsylvania LA Annual Conf., Host Farm Resort Motel, Lancaster. F. Q. Helms, West Chester State Col. L., West Chester 19380 (215-436-2643).

25-27: Wisconsin LA Annual Conf., The Abbey, Lake Geneva. W. D. Grindeland, Racine Unified School Dist., Racine 53404.

KEYWORD INDEX

Alabama-Mississippi LA	April 12-14
Acad. l. mgmt.	April 6-7
Acad. librarianship	April 7-8
Audiovisual materials	June 12-13
Book publishing	March 19-21
Canadian Assn. for Info. Science	May 10-13
Canadian LA	June 15-20
Cataloging AV material	June 12-13
Cataloging nonprint material	May 19
Catholic LA	March 27-30
Chicano recruitment and training	April 5
Children's books	July 10-14
Children's books, creating own	July 24-Aug. 4
Children's literature	April 1
Children's lns. mgmt. strategy	March 18
Christian Lns. Fellowship	June 14-17
Columbia U./SLS Alumni-Student Day	March 11
Conservation mgmt.	April 8
Copyright	March 30-31
Indexing	June 8-10
Librarianship as an occupation	March 11
London study tour (see box)	July 2-Aug. 5
Mississippi-Alabama LA	April 12-14
Missouri Assn. of School Lns.	April 14-15
Nat. Fed. of Abstracting & Indexing Services	March 6-8
N.C. Community Col. Resources Assn.	March 15-17
New Hampshire L. Council	May 15-16
New Jersey LA/EMA N.J.	May 3-6
OCLC basic training	March 23-April 27
Online systems	March 22
Nat. Cartographic Info. Ctr.	March 9-10
Pennsylvania LA	Oct. 22-25
Polish librarianship & culture	July 17-Aug. 16
Public relations	March 30-Apr. 27
Resource sharing	March 18
Soc. of Amer. Archivists	Oct. 3-6
Tennessee Theological LA	March 31
Texas chapter of SLA	April 21-22
User fees	May 3
Wisconsin LA	Oct. 25-27
Wyoming LA	April 27-29
Zero-based budgeting	March 31-April 1





Four New "Takes" on 1978 Activity From the ALA Midwinter Meeting

Take 1: Actions/Politics

National information policy

President's Program.

In his inaugural address last June (*AL*, July/Aug., 380–81), Eric Moon came out squarely opposed to user fees. That stance underlies a document of larger scope, "Toward a Conceptual Foundation for a National Information Policy."

Moon had directed a committee chaired by David Kaser to draft this document, a statement aimed at stirring discussion throughout the library community. On Jan. 25, Kaser highlighted the statement at Moon's President's Program, a traditional feature of ALA Midwinter meetings.

Not one to settle for the traditional, however, Moon let the presidents of four other associations do the talking. Their reactions to the document would help shape it as a policy representing a broad segment of the library community.

Reacting before an audience of about a thousand were Gilbert Clausman, Medical Library Assn.; Shirley Echelman, Special Libraries Assn.; Audrey Grosch, American Society for Information Science; and William Grady, Assn. of Educational Communications and Technology.

After her strong reaction against the free-services policy statement, Shirley Echelman faces a determined free-service advocate: Fay Blake.

Going all the way

Based on "the right of free and equitable access to information," the document offers this proposition: "The information needs and aspirations of this nation can be fulfilled only through the attainment of five separate but related 'universals.' *All information* must be available to *all people* in *all formats* purveyed through *all communication channels* and delivered *at all levels* of comprehension. If any of these five qualities is compromised, the whole is enervated, and the national enterprise as a consequence suffers."

It goes on to define the meaning and implications of each underlined phrase, taking such positions as, "Information is power, and an information-elite is a power-elite, neither of which has any place in a democracy."

Echelman, who spoke last, offered some of the evening's most vigorous challenges to the document. At one point, in reference to the "power-elite" phrase, she suggested "it looks like the writers want to change a lot more in society than the role of libraries and information."

Head of the Chemical Bank Research Library in New York, Echelman criticized what she called "a simplistic view of societal priorities" in the document. "To say that libraries have priority over the fire and police departments . . . will get you some laughs at a city council meeting, but little else." She and other

librarians to whom she showed the document felt it was less a conceptual "information" policy than a political manifesto for the public library, barely mentioning other types of libraries and ignoring the input of newspapers, TV, radio, and other, more accessible sources of information. It failed to consider the role of the profit sector, and to consider who would pay for the greatly expanded role advocated for libraries and librarians.

Moreover, she charged, the policy statement was obscured by blurry rhetoric and "academic documentese."

"It should be submitted to Edwin Newman," she advised.

Grosch of ASIS attacked the document on much the same grounds, hitting hardest on the issue of free services.

Information services should be available in the way that education is, she said, with some free for everyone, but fees for those who want more. Tax dollars are limited and must be "prioritized." It is economically not viable to provide "all to all."

"What," she asked, "is objectionable about a power elite?" We have always had them, and they are not in themselves bad. She pointed to Carnegie's contributions to libraries as an example of power well used.

Grosch, too, found the document excessively tilted toward the library segment of the information community. She asserted that "an idealized statement" such as ALA's does not take worldwide realities into account.

Grady of AECT cited as shortcomings the difficulty of translating the document's policy into "plans of action," which would depend upon the needs of people at a given time: no explanation of how the library system would "interface with all the other information systems we have"; and the duplicative aspect of having "all information in all formats."

Speaking as a parent, Grady made it clear he did not favor "access to everything" for children, but he did agree with a policy assuring that "any citizen can become a part of the information elite."

Clausman, of the Medical Library Association, focused mainly on health information, with little reference to the policy paper. He echoed the question, "How long can libraries keep providing these free services? The reality is that library budgets cannot absorb these high costs." He did not, however, indicate his preference for other sources of funding.

Audience reaction at the late hour was light and unexceptional; but the discussion will continue under Moon's impetus at least through the Annual Conference this summer, and perhaps as far as the White House Conference in 1979. —*A.P.*

Action roundup

Council.

"Let the film rise or fall on its own merits; let's get on with the business of this association," urged Councilor Sam Whitten of Texas during the long debate on *The Speaker* (see separate *Speaker* reports). But the regular agenda had to wait until Council rescinded the Board's decision to limit free access to the film and its plan to set up an interdisciplinary panel to judge it. Council went along with the Exec Board's action on a statement to accompany the film.

• The next morning, Tom Galvin opened Council II with a 40-minute presentation of the Space Needs Subcommittee report. Slides of past and present ALA Headquarters and plans for the six office floors and lobby of the projected new high rise (*AL*, Dec., p. 628) illustrated the talk.

According to ALA's agreement with the developers, McHugh-Levin Associates, ALA parking space worth about $1.6 million will be exchanged for office space worth an estimated $2.5 million. McHugh-Levin hopes to complete financing arrangements and break ground by June or July, which puts the moving-in date in the summer of 1980. Perkins & Will have been selected as interior designers for the ALA offices, and will monitor every phase of construction.

• Treasurer Bill Chait summarized 1976–77 as "a relatively good year" for ALA, with assets and liabilities totaling $2,832,007. Fiscal year 1977–78 looks good, with "a modest program expansion possible."

Last year's income was $17,271 above the budget prediction. The divisions used $26,000 less than expected from general funds; altogether the divisions underspent their budgets by $142,674. For all general fund and division activities ALA spent $128,000 less than budgeted.

The Midwinter Meeting in Washington lost only $61,037, not the $107,780 predicted. The Detroit Conference surplus will be $50,000–$60,000.

Once again, for the third consecutive year, ALA did not have to hit endowments to meet expenses.

In the current year, the estimated income is $2,548,502; the recommended expenses, $2,397,441. The estimated surplus is $151,061 ($147,950 in division surpluses plus $3,111 in general fund surplus). Over the past three years actual expenditures for general fund and division activity have been increasing at a rate of $150,000 a year.

Amtrak Preconference. From 10 p.m. Saturday to 9 p.m. Sunday, the New York-Chicago Amtrak crept through the snowstorms, but some 15 East Coast passengers bound for ALA Midwinter were undeterred. They had an unofficial preconference on a variety of issues, finding the pristine-white landscape outside an inspiring backdrop. Fred Edgecombe of Montclair State College snapped this photo.

Membership, Chait continued, was 34,491 in 1976, and 35,119 in 1977. In 1972–73, ALA's chief revenue sources were dues, 28%, and publishing, 44.1%. In 1976–77, by contrast, the figures for dues were 25% and publishing, 54%.

• In her report on the Freedom to Read Foundation, Kathleen Molz listed the litigation in progress, including the Island Trees case (*AL*, Feb., 1977, p. 59) and the Chelsea dispute (*AL*, Oct., p. 472).

In *Moore* v. *Younger*, the Foundation challenged California's "harmful matter" statute and won an exemption for school and public librarians in the state Supreme Court. Attorney General Younger refuses to accept it, however, so the Foundation is returning the suit to the federal court.

In another California case, *Niemi* v. *NBC*, the plaintiff has sued NBC for $22 million on the grounds that her child was sexually abused on a San Francisco beach by a juvenile who allegedly saw a similar abuse on television. The Foundation has filed friend-of-the-court briefs "due to the enormous dangers to librarians and libraries —indeed, all disseminators of materials depicting violence. If persons who are the victims of violence may sue libraries whenever the perpetrator says he or she got the idea from a book or film, then libraries must either compile psychological profiles of their patrons or remove Macbeth from their collections."

The Virginia Library Association announced its contribution of $100 to the Freedom to Read Foundation.

• After Committee on Organization Chair Arthur Curley gave second reading to the Library Education Division dissolution recommendation effective Jan. 31, 1978, Norman Horrocks moved it be accepted. Only Al Trezza kept the vote from being unanimous.

New Policy Manual

• Alice Ihrig recommended the new *ALA Policy Manual* painstakingly prepared by her Committee to Reorganize and Recodify *ALA Positions and Policies and Procedures Manual*. The committee's noble effort incorporates new policy, resolves overlap and conflicts, and cleans up an incredible muddle.

Ihrig pointed out that the starred items in the proposed text are policies adopted by the Executive Board, not the Council, and should be considered by Council.

Because this might open up hundreds of debates, Steve Salmon of California moved that Council accept the proposed text "as a matter of procedure but without reference to the substance of its contents and with the understanding that specific policy may be deleted or changed by separate action, subject to submittal to Council for final approval" in June.

Ihrig's other proposals were adopted: to refer sections labeled "refer" to the committees or agencies specified, to retire to the historical file items so labeled, to shift materials to the indicated locations, and to present the proper edited and rearranged version of the manual to Conference in 1978.

Midwinter Statistics

Attendance (a record for a Chicago Midwinter)	3,865
Meetings	1,600
Exhibits	117
Placement Service:	
Applicants	527
Jobs	316

• The National Library Week Committee announced the Grolier Educational Corp. grant of $1,000 for the best public relations program has been awarded to the Mississippi Library Association.

Moon and Wedgeworth Report

• "The Council thrust brevity upon me," President Moon stated as he presented his report. In scope, however, he ranged from the IFLA and Library Association conferences in Brussels and London to the creation of two new committees: Streamlining ALA Conferences, chaired by Donald Trottier, and Equal Access, chaired by Allen Kent.

• Executive Director Robert Wedgeworth began his report by noting that the integrity of the association has been tested rigorously and that Council action on *The Speaker* "gives us faith in our ability to deal with our problems as we did this week."

According to the Treasurer's report, he continued, the divisions are on their feet financially. "We now need to enter a second phase of establishing new operating agreements which will state more precisely the relationship of divisions to the parent organization."

Wedgeworth traced ALA copyright actions from the Williams & Wilkins era to the production of the new ALA copyright kit and the Feb. 7 satellite teleconference. Referring to the Association of American Publishers' recent charge that library groups had refused to cooperate in developing reasonable copyright guidelines, he declared, "We can't permit ourselves to be bullied or threatened by these statements. . . . We have always been willing to talk."

• Council accepted the application of the New England Library Association for chapter status in ALA.

• In her Future Structure Committee Interim Report, Helen Tuttle declared the committee will not propose a restructuring the ALA. Council approved the committee's recommendations directing the Membership Committee to develop an incentive program, the Committee on Planning and Headquarters Staff to survey members' priorities, and the association to establish an ad hoc task force to regionalize ALA units.

• In a tribute to Adelaide Lockhart, who directed library services at Dartmouth College, ALA expressed "a profound sense of loss" at her death Jan. 15.

• Council granted honorary memberships to Frances Neel Cheney, Fred Carrington Cole, and William S. Dix. It extended a special citation to Donald John Urquhart on the centenary of the Library Association of Great Britain.

Legislation

• At the suggestion of the Committee on Legislation, Council resolved that ALA support the establishment of a separate cabinet-level Department of Education in the federal government, and that the Office of Libraries and Learning Resources be appropriately elevated.

Council also urged President Carter to restore and increase the funds for library programs in his 1979 budget. Councilors were asked to write their Congressmen to support Rep. Bill Ford's bill HR 10541, the College Libraries Act of 1978, which increases the grant ceiling from $5,000 to $10,000.

• In appreciation of the work of ALA's Washington office, five state library associations presented gifts totaling $975. Minnesota gave $275; Alabama, Oklahoma, Oregon, $200 each; and North Carolina, $100.

• The J. Morris Jones and Bailey K. Howard World Book Encyclopedia-ALA Goal Awards, which have been judged by COPES, will henceforth be transfered to the Awards Committee.

COO Resolution

• The following Committee on Organization recommendations were accepted by Council:

1) The new Standing Committee on Library Education (SCOLE) supersedes the Library Education Division.

2) The Association of State Library Agencies (ASLA) and the Health and Rehabilitative Library Services Division (HRLSD) will be merged Sept. 1, 1978 to form the Association of Specialized and Cooperative Library Agencies (ASCLA).

3) The Committee on Accreditation will expand to include two "public representatives" after the 1978 Conference.

4) The Public Library Association's revised statement revitalizing its goals and objectives was approved.

• The Constitution and Bylaws Committee recommendation amending the bylaws to change the time schedule for mailing ballots and receiving petitions was passed, as was the proposal that each division elect one councilor.

• Council elected Grace Slocum, Connie Dunlap, and Ella Yates to the Executive Board. Yates, who won third place, fills out the unexpired term of the late Betty Fast. Barbara Bryan was elected to the Budget Assembly.

Intellectual Freedom

• Intellectual Freedom Committee Chair Zoia Horn reported that the IFC subcommittee studying contradictions in the Library Bill of Rights and the Resolution on Sexism and Racism will continue its deliberations.

The IFC resolution stating ALA's opposition to CIA interference with the free flow of information was adopted.

Council also passed IFC's resolution expressing concern about the concentration of newspaper ownership, publishing houses, and other media and resolving to monitor the deliberations of the Concentration of Industries Commission.

• Last year, Council directed the Library Administration Division to develop "a model program on providing racism and sexism awareness training for library personnel." Because of the magnitude of the issues, LAD determined to split the program, providing racism awareness training in 1978 and sexism awareness training in 1979. Council passed Lillian Gerhardt's request that ALA allocate $9,160 to fund the 1978 model program.

• Without discussion, Council censured South Africa for violating human rights, affirmed the right of youth to sex-related information, and recommended ALA cooperate in carrying out the programs of the 1979 International Year of the Child.

• Pointing out that the White House Conference on Library and Information Services urgently needs immediate ALA support, Tom Galvin won approval of a recommendation diverting ALA staff and funds to assure the success of WHCLIS.

• Dorothy Broderick's resolution that members be allowed, in effect, to choose to transfer their *American Libraries* subscription payment to the unit of their choice was referred to the Committee on Program Evaluation and Support.

• Herbert Biblo's recommendation to establish a committee to set up a workshop "to coordinate activities that enhance the economic benefits and strengthen the job security of library employees" was referred to the Office for Library Personnel Resources.

• ALA Publishing Services may, with the consent of the individual units, enter into nonexclusive agreements with companies to provide copies of ALA journal articles upon request, according to the Publishing Committee resolution passed by Council.

Council activity is also described in other sections of this Midwinter coverage. —*L.R.P.*

Executive Board

The Speaker again occupied the Board's attention, but the group also deliberated on a wide range of other issues.

As directed by Council, the Board rescinded two of the three *Speaker* actions it had taken at its fall meeting. The actions Council objected to were the plan to form an independent, interdisciplinary panel to review the film and the decision to deny permission to others to reproduce the film in any format. The Council supported the board's statement of intent and position regarding the film (see separate report, this issue, and *AL*, Dec. '77, p. 628). In closed session the board defeated a motion to terminate ALA's contract with Vision Associates, coproducer of the film.

After hearing a progress report on the new ALA headquarters project from the Space Needs Committee, the board approved the retention of the Chicago architectural firm of Perkins & Will for the planning of the interior office space in the new building and authorized $65,525 for this purpose for this year. The board received estimates of the costs to ALA for the new headquarters: architectural fees, $82,000; legal fees, $15,000; moving, $30,000; upgrading of facilities, $190,000; and furnishings, $400,000. The Board also learned that the developer expected to complete the mortgage financing sometime in February and begin construction in June or July.

With advice from William North, ALA legal counsel, the Board reviewed the B. C. West case, approving establishment of an advisory committee to legal counsel to study the issue of ownership of state and public papers. North warned of the growing trend of state governments in ruling that anyone who holds state documents does so at the sufferance of the state, a trend which could eventually lead to the decimation of nonstate collections. A fair-value payment formula was one idea advanced to ease the tug of war between archivists and non-archivists. The Board is not planning a lawsuit in the West case at this time.

The Board allocated approximately $2,000 for a two-day spring meeting of the Planning Committee for that group to begin work on determining Membership's priorities for the Association. President-elect Russell Shank indicated he expects the committee to assume a larger role during his presidency.

On the question of the costs of round table liaison, COPES reported to the Board that a study showed the costs of the services provided to round tables by staff liaison over a seven-month period were more than the total assessment for the past fiscal year. From April to November 1977, staff liaison activities were valued at about $4,200; the ALA assessment of round tables for the last fiscal year totaled about $2,700. COPES views the reciprocal activity by staff supported by general and divisional funds to be consistent with the general ALA program. COPES found no excessive use of staff liaison time, except in the case of JMRT, recommending review in this instance.

COPES also recommended establishing a single general memorial fund for deceased members or encouraging contributions to either the Clift or Giles scholarship funds in the name of the deceased member. At the annual meeting or COPES fall meeting, it will begin to consider the need for an increase in personal dues.

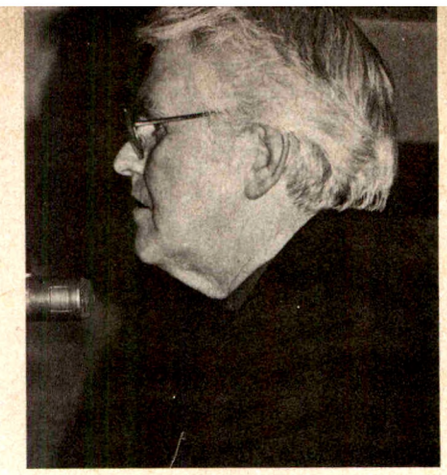
The board supported the general direction of ALA activities in furthering the planning and impact of the White House Conference on Library and Information Services. Many activities of the association are being reoriented to help the library community derive the most benefits from the White House Conference.

Reports on two projects were presented to the Board. The National Endowment for the Humanities has granted ALA $20,000 for further refinement of the Courses By Newspaper project. Some revisions in the project proposal are required before basic funding can be secured. A project to teach basic literary skills to disadvantaged adults puts into action the literacy manual developed in a project led by Helen Lyman. Jean Coleman will direct the project, which will train persons to carry out its goals. Foundation support for the program is being sought.

Reviewing the matter of open meet-

(Continued on p. 137)

Thomas Galvin



Gerald Shields

Tom & Jerry face to face

American Association of School Librarians, Association for Library Services to Children, Divisional Interest Special Committee, Social Responsibilities Round Table Task Force on Women, and the Black Caucus.

Customarily, ALA presidential candidates get in a little subtle campaigning at Midwinter, but this year it was different. New arrivals to the Palmer House quickly spotted oversize "Vote for Galvin" buttons on some shoulders. And in the Midwinter Meeting Program Announcements, AASL and ALSC invited everyone to their two-hour meetings with 1980 nominees Thomas Galvin and Gerald Shields. DISC, SRRT's Task Force on Women, and the Black Caucus also invited "Tom & Jerry" to speak.

Most conferees knew that Executive Board member Galvin, 45, is dean of the University of Pittsburgh's library school and Councilor Shields, 52, a former *AL* editor, is assistant dean at SUNY/Buffalo's library school. But few ever thought of them as Tom & Jerry. Now many do.

The Sunday evening AASL session drew the biggest crowd, but the ALSC program Monday evening was the most highly structured. There, panel members Edythe Cawthorne, Lillian Gerhardt, and ALSC presidential candidates Marilyn Miller and Phillis Wilson each were allowed two questions, directed to either or both candidates, before the free-for-all.

In replying to the queries, Galvin and Shields revealed no great differences on library issues. Gerhardt commented, "They are both very talented talkers." Some sample Q & A's:

• On how to bring ALA back together after *The Speaker:*

Shields: The problem is that "we don't communicate. We must start speaking in terms of commonality, not differences. . . . We must decide whether we win a battle or lose a war."

Galvin: "We (Board members) have an absence of accountability . . . We must develop a method where every activity of the association is subject to direct periodic review by the Membership."

• On the White House Conference:

Galvin: "Getting ready for, conducting, and following up on the conference must be our highest priority over the next 2-3 years . . . It represents a once-in-a-lifetime opportunity to focus citizen interest on the quality of library service."

Shields: "We must look strongly at the structure of the national conference . . . and discover how best we can extend all of our energy toward making it a success."

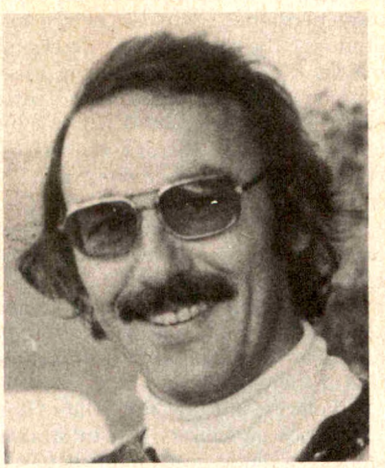
Both candidates told *AL* they considered the Tom & Jerry sessions useful. Galvin mentioned the similarity of their views and commented, "Only our personalities are different."

Shields found the session meaningful for both members and candidates. "We learned of the members' deep concern for access to ALA's power structure, committee appointments, program decisions—the same people do it all," he said. "And members told us they don't feel ALA is speaking for all library concerns."

The sharpest questions of the five sessions came from the SRRT Task Force on Women, Shields said. "They cut right through the rhetoric."

Only the Task Force on Women considered a straw vote, but members decided not to endorse either candidate. They would like to see a woman enter the lists. —*L.R.P.*

Jerry Shields fields a question as Tom Galvin waits his turn.



Richard Dougherty, 43, entered this year's ALA presidential race shortly after Midwinter. He directs the University of California/Berkeley libraries and edits the *Journal of Academic Librarianship*. A councilor since 1969, he served on the Executive Board in 1972–76. Dougherty was nominated by petition.

ings, the Board decided to wait for COO's report on the problem because it concerns many of the association's units. ALSC, which the Board prevented from closing its notable books sessions, plans to hold these meetings before conference officially opens, as it did at this meeting.

The Board voted to help the financially strapped LeRoy C. Merritt Humanitarian Fund by paying 50 percent of the approximate $1,000 cost of preparing a solicitation brochure for inclusion in the membership renewal packet and also awarding the fund $200 a year for this purpose in the future. At this time the fund had raised only about $800 through its brochure appeal.

The Board also heard other various committee reports, whose actions appear in the report of Council proceedings and elsewhere in this Midwinter coverage.

—A.G.B.

White House Conference plans

Council and Executive Board.

Next to the weather and *The Speaker*, the most-discussed topics at Midwinter were the White House Conference on Library and Information Services (WHCLIS) scheduled for late October 1979 and the 56 preceding state and territorial conferences.

ALA Council directed the Executive Board to provide all possible support and assistance to the National Commission on Libraries and Information Science (NCLIS), which is responsible for coordinating the conferences.

The Association has supported the idea of WHCLIS ever since it was first proposed in the late fifties. Council's reaffirmation of ALA's commitment at Midwinter resulted from an all-day meeting in Washington Dec. 14. Bob Wedgeworth, Eric Moon, Russell Shank, Gerald Shields, Thomas Galvin, and ALA Washington staffer Carol Henderson conferred with Al Trezza and his NCLIS staff.

The job of preparing for WHCLIS in all its aspects called for resources beyond the staff and budget of the National Commission, and Wedgeworth agreed to draft an ALA/WHCLIS program for presentation to NCLIS and the Executive Board at Midwinter. The Board accepted the "general direction" of the plan, which divides ALA's role into three parts:

1) The White House Conference Committee, chaired by Alice Ihrig, will step up publication of its newsletter, *Cornerstones*, which bowed at Annual Conference and appeared again at Midwinter. The committee will also develop a shopping list of national issues for discussion, identify discussion leaders, produce discussion guides, and facilitate the flow of information from ALA groups to the state and territorial conferences in consultation with the Chapter Relations Committee.

2) The Washington Office will provide background information on previous White House Conferences, identify key organizations that support libraries, assist NCLIS in planning the national conference, and enlist the participation of Congress and federal agencies.

3) ALA's Public Information Office will devote promotional materials for 1978-79 to WHCLIS, provide stories to the media, design a model publicity program for the preconferences, and develop a strategy for winning the interest of nonlibrarians, who must make up 67 percent of the delegates at all the conferences.

At the Board meeting, Wedgeworth and Ruth Tighe of NCLIS discussed possible areas of overlap and means of coordination between ALA and her agency.

Association of State Library Agencies/Chapter Relations Committee/ White House Conference Committee/ NCLIS.

Directed by Ruth Tighe, NCLIS program coordinator for the White House Conference, this two-hour workshop on preconference planning was divided in four parts: issue identification, delegate selection, grant application, and model conference format.

Acting the roles of members on a state planning commission, a panel chaired by Joe Baker of Muscatine, Iowa, and including New York's Joe Shubert, Colorado's Sylvia Kornelson, Nevada's Hal Erickson, Texas's Brooke Sheldon, and Connecticut's Ernest di Mattia displayed the techniques of group dynamics in identifying the issues and basic objectives on two tiers—federal and state. NCLIS' Mary Power advised the panel.

The choice of official delegates is up to each state, Tighe declared. Delegates to the Washington conference must have participated in a preconference, agree to read materials sent them, and indicate they will stay throughout the conference. Some matters have not yet been mandated, such as the eligibility of a delegate who moves to another state before the White House Conference.

Tighe got some flak in the question-and-answer period. One woman urged: "Promise that you won't second-guess us. If we must select delegates before you give us the answers, honor our selections!"

Jean-Anne South of the NCLIS planning team pointed out why some state applications for WHCLIS funds don't make it. The forms must be filled out *completely*, she emphasized, with correct budget figures and assurances that citizens are involved in the planning and that the national program will be addressed.

Quickly, because time was short, Tighe ran through a 2½-day model conference format.

In addition to planning materials already available from NCLIS, Tighe promised that a WHCLIS newsletter, a handbook on how to put a conference together, and an annotated bibliography of useful filmstrips would soon be forthcoming. NCLIS is also preparing filmstrips on the national program documents and the citizen's role in WHCLIS.

The Legislation and WHCLIS Committees, American Library Trustee Association.

As trustees reported on the preconference planning in their states, Chair Charles Reid expressed the fear the trustees weren't being properly represented. Librarians seem to dominate planning committees and the one-third library-related delegates to the conferences, he said.

Dina Butcher, trustee of the Minot (N.D.) Public Library, countered that fear: she is state coordinator for North Dakota's conference. She is also president of the state library association. "There aren't very many of us up there," she explained, "so we have to wear several hats."

Pennsylvania, which held its conference last fall (*AL*, Dec., p. 593) has already held a follow-up meeting.

Committee on Public Relations for the White House Conference, Public Relations Section, Library Administration Division.

Wall-to-wall attendance indicated a high interest in getting general information on WHCLIS as well as sharing ideas on how to promote conferences, reported Sue Fontaine of ALA's White House Conference Committee.

Reports on state activities to date ranged from Oklahoma's description of a complete public relations program, including media, T-shirts, and bumper stickers, to Florida's early plans to promote "Libraries in the Sunshine."

Four NCLIS staffers answered questions, and Alice Ihrig and Peggy Barber outlined ALA's expanded role.

Legislation Committee.

State Librarian Ernest Doerschuk, Jr., highlighted his three-page report on

Pennsylvania's successful preconference Oct. 31-Nov. 1 with these tips for planners: Hire a full-time state coordinator like Deedie Runkle, who is full of ideas and pep. (She thought up the regional speakouts—"some were duds, some were great," Doerschuk commented.)

Find a good-humored, dynamic conference chair, and a parliamentarian for the general sessions, he continued. Allow 2½ or three days; two are not enough for debate and discussion.

Ad Hoc Committee on the White House Conference, Association of College and Research Libraries.

Academic librarians stood in the doorway and lounged on the floor of a hot, overcrowded room Sunday evening to learn what they could contribute to and gain from WHCLIS.

"It's important to get across the concept that the layperson sees only the tip of the information iceberg," declared Barbara Markuson, director of the Indiana Cooperative Library Services Authority. She and other speakers pointed out that WHCLIS must produce the federal funding that will permit free information retrieval in libraries. "If we charge, we penalize the poor, including the faculty," Markuson pointed out. This threatens scholarly research, which ultimately affects the public.

Spotlight on Washington

Legislation Committee.

When Legislation Committee members met with Commissioner of Education Ernest Boyer in November, he asked them for new directions to involve the federal government in making information available to people.

Committee member Wyman Jones, director of the Los Angeles Public Library, presented a possible new direction at Midwinter: he suggested ALA enlist federal support to reduce cost of *The New York Times* Information Bank for libraries. Jones chose the Bank because it could serve all libraries, is known, visible, and has a solid reputation.

Paul Berthiaume, marketing vice president of the Bank, expressed interest in the project. The committee did not support it unanimously, but asked Jones to present the suggestion to the Executive Board.

• Shortly after President Carter presented his 1978-79 budget to Congress, Eileen Cooke and her Washington Office staff presented the projected library funds to the committee.

"The fiscal outlook is bleak, especially for libraries," Cooke said of the new budget. "Library programs were cut by $20,000."

Robert Stueart, A. Venable Lawson, and Annette Phinazee, first chair of the new Library Education Committee, toast farewell to LED at a reception marking its end.

Library Education Division dissolved; Committee named

It was a dissolution drawn out through some 18 months of procedure, but the Library Education Division was finally laid to rest by ALA Council on Wednesday, Jan. 25. That evening, to honor those who had served LED during its 32-year history, some 90 persons gathered for a "hail and farewell" party, where good wishes were also extended to the new Standing Committee on Library Education, which will take up many of the traditional concerns of LED.

The committee's first jobs will be to refine its scope and determine the activities of the Library Education Assembly, established by the same act of Council as an information exchange group made up of education committee members from ALA units.

The Library Education Committee itself will develop and recommend Association policies related to the training and education of library personnel; encourage and coordinate divisional activities in library education; take part in appropriate activity outside the Association; and act as a general clearinghouse on library education.

Committee members serve staggered two-year terms. The initial nine members for 1978-79 are Annette Phinazee, chairperson (1978-79), North Carolina Central University SLS; Julie Blume (1980), University of North Carolina Health Sciences Library; Dorothy Broderick (1980), Ossining, N.Y.; Charles Bunge (1979), University of Wisconsin LS; Mona Couts (1980), La Grange, Ga.; M. Ellen Jay (1979), Diamond Elementary School, Gaithersburg, Md.; Ilse Moon (1979), Rutgers University SLS; Peggy O'Donnell (1980), Southwest Library Association, Dallas, Texas; and Robert D. Stueart (1979), Simmons College SLS.

Chair Ella Yates's response: "Let's go on fighting . . . We didn't wait to criticize Nixon and Ford; let's not just sit back with Carter."

• Charles Hegarty of Chicago's HEW Office of Civil Rights discussed access for the handicapped as provided in Section 504 of the Rehabilitation Act of 1973. "504 opens the issue into human rights; it crosscuts the family of man," he declared.

The law requires that some accommodation must be made to allow equal opportunities for all. "The law doesn't mean that every square inch of every facility must be used by all," Hegarty pointed out, but that library programs be made accessible. He suggested libraries first make surveys, then get federal funds for 80 percent of the cost of meeting the requirements.

• In reporting on the new copyright law, Ed Holley advised. "Don't get shook." He recommended that librarians "apply common sense, buy the ALA copyright kit, keep up with what the RASD Interlibrary Loan Committee is doing," and follow RTSD's guidelines on "fair price" in the kit. (The ALA Order Department sells the kit for $7.50; the RTSD guidelines may also be ordered separately at 25 cents.)

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Merger forms Association of Specialized and Cooperative Library Agencies

On Thursday, January 23, Council approved the merger of the Association of State Library Agencies (ASLA) and the Health and Rehabilitative Library Services Division (HRLSD). Effective September 1, 1978, the merger will result in the formation of the Association of Specialized and Cooperative Library Agencies (ASCLA).

The new division provides a structure for the interaction of three closely allied areas of interest in librarianship: 1) state library agencies—the traditional responsibility of ASLA; 2) library agencies serving specialized populations—the traditional responsibility of HRSLD; and 3) library agencies involved with multitype library cooperation—the responsibility of a recently formed section within ASLA.

ASCLA will retain the five sections currently functioning within the two divisions: Library Service to the Blind and Physically Handicapped, Library Service to Prisoners, Library Service to the Impaired Elderly, State Library Agencies, and Multitype Library Cooperation.

Although both divisions had discussed a merger based on the natural interrelationship of their activities, the directive from ALA Council that divisions would no longer be subsidized after the 1976-77 fiscal year was the actual catalyst for moving the merger from the idea stage to the action stage. The two divisions began in late 1976 to explore the possibility of merging; their initial merger proposal went before the ALA Council in June 1977. Council approved the merger in principle and called for further details of implementation.

Sandra M. Cooper, who joined ALA in November as ASLA/HRLSD executive secretary and staff coordinator of the merger, will continue as executive secretary of the new division.

Prior to Midwinter a Joint ASLA/HRLSD Reorganization Committee developed a document establishing the name, statement of purpose, and anticipated structure of the new division. This plan for the merger was approved by the ALA Committee on Organization (COO) on the Monday of Midwinter, forwarded to Executive Board for its approval on Wednesday, and approved by a vote of Council on Thursday.

To implement the merger plan the Joint Reorganization Committee of the two divisions has outlined a number of specific tasks and activities to be carried out by members before Annual Conference in Chicago in June. These tasks include drafting bylaws, reviewing the charges and activities of all committees and sub-units, planning publications, and promoting membership in the new division.

ASCLA will function under a transitional board of directors during the next two years. The first president will office after the June 1979 Confer following a transitional copresidenc

The merger activities were stren ened by the decision of the Associa of Cooperative Library Organizat (ACLO), an independent group, to the new division. The Ad Hoc Com tee on Library Services to the D charged with determining the most propriate structure for a service to deaf unit in ALA, made a prelimi decision during Midwinter to join new division. The committee's rec mendations will be forwarded to Executive Board of ALA during Spring meeting. *—Donald B. Sim*

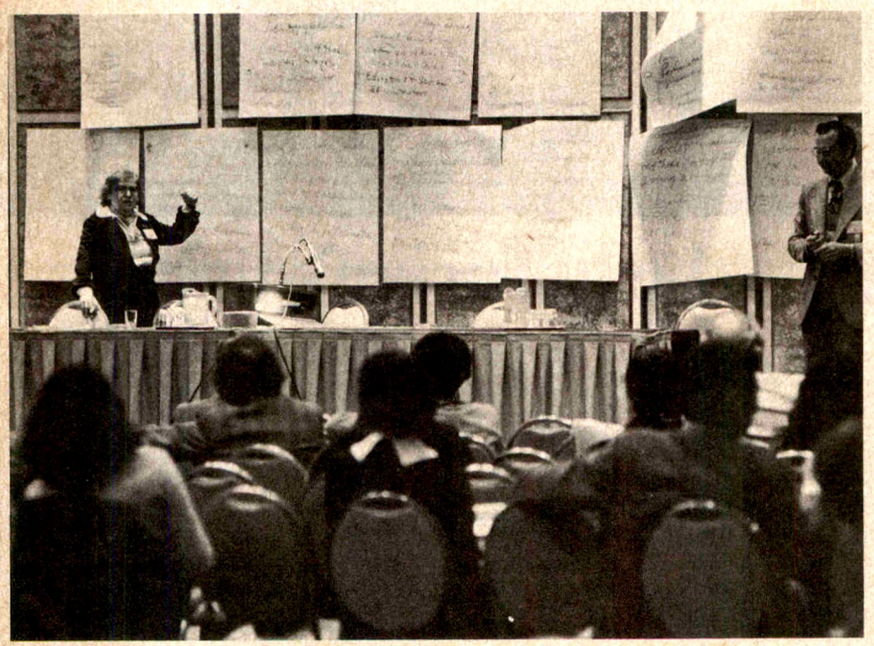
New ASCLA division defined (from ASLA/HRSLD merger document)

The Association of Specialized ar Cooperative Library Agencies repr sents state library agencies, specialize library agencies, and multitype libra cooperatives.

State library agencies are those o ganizations created or authorized b state government to promote libra services in the state through the o ganization and coordination of a var ety of library services.

Specialized library agencies are tho organizations which provide materia and services to meet the informatic needs of persons whose access to brary services and materials is limite because of confinement, sensory, me tal, physical, health, or behavior problems.

Multitype library cooperatives a combinations, mergers, or contractu associations of two or more types libraries (academic, public, speci or school) crossing jurisdictional, ins tutional, or political boundaries, wor ing together to achieve maximum e fective use of funds to provide libra and information services to all perso above and beyond those which can b provided through one institution. Su cooperative agencies may be design to serve a community, a metropolita area, a region within a region, or ma serve a statewide or multistate area.



Matrix of priorities for cooperation. When the new Association of Specialized and Cooperative Library Agencies goes into action, it will need plenty of input on program priorities. Some of it will come from this Midwinter meeting of the ASLA Interlibrary Cooperation Discussion Group and Association of Cooperative Library Organizations, where ideas were funneled into one list. Pictured are Ruth Aronson, chair of the Group, and ACLO Chair George Bailey.

U.S. library impact abroad

International Relations Committee

The role of U.S. libraries affili with IFLA was discussed recently a informal session of the IRC with Chairperson E. J. Josey presiding.

Recent articles in the library p about IFLA's 50th anniversary cele tion in Brussels (September 1977) highlighted the need for coordina of U.S. interests within the Federa

(Continued on p.

Career

LEADS

Library Employment And Development for Staff

AL's new Career LEADS *section will provide information useful to both job seekers and employers, fea turing brief articles and announcements on library employment, staff development, educational opportunitie career outlooks, and other related topics.*

This new pullout section also carries AL's Positions Open, Positions Wanted, Late Job Notices, a expanded Joblines, and other classified ads related to library employment.

AL staffer Constance Pacholski is editor of LEADS.

To Ask or Not to Ask:

Personnel Selection Practices: Applications and Interviews

by Barry E. Simon

When you stop to consider that a typical library spends one-half to three-quarters of its budget on personnel, doesn't it make sense that library administrators (and trustees) be at least as knowledgeable about personnel selection as they are about material selection? Unfortunately, they aren't. What percentage of library administrators have had any type of formal training in personnel selection? Before you answer, define administrator as every employee, professional or not, who interviews applicants for jobs.

Proper personnel selection is vital because it can yield employees who will be able to advance the goals of the institution and return value greater than their cost. Done improperly, personnel selection will yield poor workers, high turnover, a negative effect on the institution, and potential liability for violation of civil rights laws.

It is fear of this last item that has generated the most interest in personnel selection in recent years. How a library can limit its liability and still employ the people it needs to achieve its goals is the subject of this article. Its scope shall be limited to evaluation of applicants for the job, even though the personnel selection process begins with an evaluation of the work to be done, the development of a job description, which includes characteristics required of the incumbent (skills, abilities, and knowledge), and the recruitment of individuals with the requisite characteristics.

Discrimination Outlawed

When we speak of laws governing employment practices, we most often are concerned with Title VII of the 1964 Civil Rights Act. This law, which prohibits all forms of employment discrimination based upon race, religion, sex, and national origin, was amended in 1972 by the Equal Employment Opportunity Act. The main purpose of the amendment was to broaden the coverage of Title VII include public employment.

The Equal Employment Opport nity Commission (EEOC) is respons ble for the administration of Title V and has the authority to promulga regulations necessary to its enforc ment. The U.S. Civil Service Commi sion and the Librarian of Congre have similar authority in federal e ployment and the Library of Co gress, respectively.

Most states and many local gover ments have enacted similar laws, ge erally calling them Fair Employme Practice or Human Relations law These laws vary greatly, some bei more restrictive than federal law a others are merely pro forma.

Other federal laws governing e ployment are the Age Discriminati in Employment Act, which protec persons between 40 and 65 (sta laws vary as to coverage), and Se tions 503 and 504 of the Rehabilit tion Act, which bar discriminati based upon present or past physic or mental handicap.

A common misconception is that Title VII has made certain pre-employment inquiries unlawful. Neither the law itself, nor the EEOC's regulations, have dictated what questions may or may not be asked of applicants for employment. A few states, however, have gone that far, making it necessary for the administrator to check local laws. What is illegal is the actual discrimination. It is, of course, more difficult to show that the administrator did not discriminate, on, say, the basis of national origin when the applicant's birthplace is asked on the application form and again in the interview. If the employer has no other need for the information, it can be assumed that the question was asked with a discriminatory purpose.

Evaluation Tools

In evaluating candidates for employment, the administrator has several tools available. The first evaluation is generally based upon a resume and/or application blank. Resumes are often a preferred tool for evaluation of professional employees because they provide greater flexibility in gathering information. Applicants are frequently screened out simply as a result of sloppy, poorly organized resumes.

When soliciting resumes, the library should take care to avoid asking for information which can be used for discriminatory purposes. Photographs, for instance, should not be required. Applicants frequently volunteer photos with resumes, and the employer is not penalized for having photographs obtained in this manner. To be on the safe side, however, the photograph should be removed from the resume and returned to the applicant or be destroyed.

Age, Arrests, Citizenship

The application blank serves two purposes. It allows the employer to gather information on a uniform basis from all applicants. In addition, it will become an important part of the personnel file, enabling the administrator to use it for further personnel actions.

An application consists of three major sections. In the personal data section, the applicant should be asked for name, address, telephone number, Social Security number, position applying for, and age. The Department of Labor has ruled that age may be asked, but they suggest telling applicants discrimination on the basis of age is illegal.

It is in this section that the library may wish to ask if the applicant has ever been convicted of a felony or misdemeanor. Note that this item pertains to convictions and not merely arrests. The courts have held that a refusal to hire based upon an arrest which never resulted in a conviction is discriminatory.

Library Career Alternatives

What career paths would you follow to become a free lance librarian, a school library media specialist, or an information specialist? *Consider the Alternatives in Library Careers,* a packet from ALA's Office of Library Personnel Resources, describes the nature of 25 library positions, both traditional and nontraditional, issues affecting them, and their limitations. The attractively packaged kit contains information on basic educational requirements in librarianship, availability of financial aid, salary ranges, and job outlooks for today and tomorrow. Copies are available at $1 to individuals, $2 to institutions, *prepaid*, from the Office of Library Personnel Resources, 50 E. Huron St., Chicago IL 60611. Multiple copy discount information is available from OLPR.

Citizenship is also frequently asked in the personal data. The administrator should be aware that state and local governmental agencies may not discriminate on the basis of citizenship; but this question may raise further questions regarding the applicant's ability to work as specified in the immigration laws. Private and federal institutions may refuse to hire non-citizens provided the refusal is based upon citizenship and not national origin.

Irrelevant items which should be omitted from applications include marital status, sex, height, weight, years at present address, whether residence is owned or rented, birthplace, and number or ages of children.

The education section of the application, and degrees for high school, college, and graduate schools. Space should be provided here to allow the applicant to identify any special skills such as typing, shorthand, and foreign languages.

The third section should obtain information about work experience. There should be space to list the three to five former employers, including dates of employment, duties, and salary range. Applicants should also be asked to account for periods of unemployment in this section.

Finally, the applicant should be required to sign and date the application. Above the signature line, conditions of application should be set forth. The library should state that it has the right, without liability, to investigate the background of the applicant, require a physical examination if necessary, and to refuse to hire or retain the applicant if the application contains false information. It is suggested that this section be prepared by the library's attorney.

Crucial Step

The selection interview is a crucial stage in the hiring process. It permits the administrator to further assess the applicant in areas such as oral communication skills, grooming, confidence, maturity, and interest. Additionally, it affords the applicant an opportunity to learn about the job, the institution, and the people associated with it. A properly conducted interview should be a two-way exchange of information.

Questions you should not ask on an application, i.e., those eliciting information which could be used for prohibited discriminatory purposes, should not be asked in an interview either. Because much has been written on selection interviewing in personnel literature, the balance of this article will concentrate on problem areas which have equal-employment considerations.

Working Parents and Absentees

One concern employers have traditionally had is that mothers of young children will have poor attendance records due to child-care problems. Ironically, an employer is rarely

/orks. Absenteeism, whatever the ause, is a serious problem and no mployer need tolerate it.

One approach to the problem is to sk all applicants, regardless of gen- er, how they intend to care for chil- ren. Responses, then, must also be reated without regard to gender. Most applicants will either explain /hat arrangements have been made r try to assure you that it will not be problem. With the later response, he applicant should be assured that f it is a problem, it is one that will not e tolerated. An applicant will rarely ay that he or she has not given it any hought; however, if this is so, it is est to not give the applicant any fur- her thought.

A second approach is to ask all ap- licants about time lost from work in he past year. If it seems excessive, sk for reasons. In any case, ask

The interview should go through the applicant's work record, develop- ing a chronology. Further questioning should be prompted by unaccounted for periods of time, reductions of sal- ary, reduced responsibility, and jobs held for less than one year. If the ap- plicant has been laid off of a job, de- termine how many other employees were laid off at the same time and how the layoffs were decided. Fre- quently, a layoff could be, in reality, a discharge. Find out what recall rights the applicant has. If recalled, would the applicant quit the library job?

It is not uncommon to have appli- cants with criminal records. While no federal law prohibits discrimination against persons with conviction rec- ords, several state and local govern- ments have enacted such laws. In the absence of such a law, it is best to

erations should include the natu the offense, its relation to the ty work done, the number of offe and the length of time since the offense.

The Follow-Up

For the protection of the librar information obtained from an a cant should be verified through r ences. Brief reference forms sh be routinely sent to previous em ers and schools. Telephone follo should be made whenever ques arise. The careful screening of a cants is an important step in ass that responsible persons are b employed.

Barry Simon, formerly personnel spe with the ALA Office for Library Pers Resources, is labor relations officer cago and North Western Railroad.

LATE JOB NOTICES (For April issue, call 312-944-6780 AFTER March 10), Listings taken by phone as space permits. 10 lines maximum, $10/line (10-20 words/line). ALA institutional members 10% off.

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LIBRARIAN, HEAD, LEARNING MATERIALS CENTER. Requires ALA-accredited MLS + degree in education. Pre- ferred master's degree in education and/or teaching experience; supervisory experience in curriculum or library education. Duties: administers curriculum library serving teacher education and practic- ing teachers, selects materials, provides reference and orientation, supervises 1 full-time employee and student assistants. Faculty status. Salary $10,000-$12,000. Send resume and names of 3 refer- ences by April 1: Diane Papstein, Chairperson, Search Committee, University of New Mexico General Library, Albuquerque, NM 87131. An equal-opportunity, affirmative-action employer.

LIBRARIAN, HEAD, CIRCULATION DEPARTMENT. Requires ALA-accredited MLS + 3 yrs.' library administrative experience. Demonstrated communications and public relations skills. Preferred: experience in cir- culation and library automation. Duties: responsible for general circulation, reserve, stack main- tenance, and interlibrary loan services. Supervision of 1 faculty, 11 staff, and 90 students. Estab- lishes departmental procedures and serves on Library Administrative Council. Salary $15,000 minimum for 12-month faculty appointment. Send names of 3 references by April 20: Harry C. Broussard, Acting Assistant to the Dean for Management, University of New Mexico General Library, Albuquerque, NM 87131. An equal-opportunity, affirmative-action employer.

LIBRARY DIRECTOR for county library serving 60,000 population, headquarters of Eastern Shore Regional Library and Maryland Materials Center. Total staff of 56 FTE. Construction of $2 million addition to begin in spring. ALA-accredited MLS, 7 yrs.' experience with 4 yrs.' in supervision and administra- tion. Salary $20,000-$22,000. Available July 1. Send resume by March 15: President, Board of Trustees, Wicomico County Free Library, POB 951, Salisbury, MD 21801. An equal-opportunity employer

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LATE JOB NOTICES continued on p. 144.

d AV materials. Manages the distribution and sale of district publications, establishes and rects policies and procedures on classification and cataloging. Minimum qualifications: MLS, 3 s.' experience administering a media services program. Beginning salary $24,200. Closing date rch 15. Applications and job descriptions are available from: Personnel Office, Eugene Public hools, 200 N. Monroe, Eugene, OR 97402. (503) 687-3247.

BLIC SERVICES LIBRARIAN position in a branch library will be open June 1 at expanding state uni- rsity in DC area. 12-month appointment. Instructor rank: $10,000-$12,000; assistant professor rank: 2,000-$15,000 based on education and experience. Requirements: ALA-accredited MLS. Preference given reference experience with business and/or economics materials, online searching experience of data ses. Send resume by March 31: Alana W. Ho, Chair, Library Committee on Appointment, George Mason iversity, 4400 University Dr., Fairfax, VA 22030. An equal-opportunity, affirmative-action employer.

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CHNICAL SERVICES LIBRARIAN-ASSISTANT. Responsible for coordination and supervision of cataloging large public library. Qualifications: ALA-accredited MLS, 3 yrs.' cataloging experience. Knowl- ge of OCLC/SOLINET desirable. Salary range $11,000-$12,000. Send resume: Jane Grant, Personnel, chland County Public Library, 1400 Sumter St., Columbia SC 29201. An equal-opportunity employer.

SOCIATE PROFESSOR IN LIBRARIANSHIP. Appalachian State University-College of Learning and Human velopment-Department of Educational Media. Maximum rank associate professor with salary in high- ens. Minimum requirements: PhD in library science, yearly contract 9-months with summer teaching kely, 5 yrs.' experience in school library work. Additional work in teaching in a library training ogram and research in school library/media programs helpful. Teaching responsibilities: children's terials, reference, collection organization and development, and library administration. Internship pervision required. Teaching and supervision in undergraduate and graduate librarianship programs. nd complete professional and necessary personal information by April 15: Dr. D. Joleen Bock, Coor- nator, Search Committee, Department of Educational Media, Appalachian State University, Boone NC 608. A constituent member of the University of North Carolina and an equal-opportunity employer.

RECTOR OF LIBRARY & INSTRUCTIONAL RESOURCES. Chief administrator under the Vice President for Aca- mic Affairs of the Sojourner Truth Library and the Center for Instructional Resources (combined aff of 55). The Library houses 285,000 vols., 2,000 current periodicals + extensive microfilm and crocard resources. The Center serves 400 faculty members by producing nonprint media including deo and audio tapes, films, and graphics and providing equipment for their use. Qual: MALS + formal aining in multi-media resources or equivalent experience (a doctoral degree preferred); substantial perience including administrative responsiblities in a library + familiarity with instructional dia; evidence of ability to provide dymanic leadership and promote effective staff relations. Salary 1,000-$26,000 commensurate with experience. Send resumes: Lorraine L. Bagley, Affirmative Action fice, HAB 902L/I, State University College, New Paltz, NY 12562. An equal-opportunity employer.

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JOBLINES

In order to provide a more complete service to both job seekers and employers, *AL* has expanded its Joblines section to include information enabling employers to list a position with the joblines. If your institution or organization would like its jobline listed free, send formal authorization to *American Libraries*, Classified Advertising.

ARIZONA Job Hotline: (602) 278-1327. To list a position write: POB 3516, Phoenix, AZ 85030.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

COLORADO State Library Jobline: (303) 839-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 839-2174.

DISTRICT OF COLUMBIA Library: (202) 223-2272. To list a position: write Mary Jones, Library Planning Office, Council of Governments, 1225 Connecticut Ave., NW, Washington, DC 20036 or phone (202) 223-6800 x344.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, Supreme Court Building, Tallahassee, FL 32303 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 9 am–2 pm.

Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LISTINGS ONLY.**

NEW JERSEY Library Association: (609) 695-2121. To list a position phone: (609) 292-6237.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a position (members and non-members): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelope to Marcia Hershoff, 7 Abbot St., Cumberland Hill, RI 02864. To list a position contact Candace Civiak, Systems Office, Providence Public Library, 150 Empire St., Providence, RI 02903. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a position: write Paul Morton, Ralph M. Parsons Co., 100 W. Walnut St., Pasadena, CA 91124 or phone (213) 440-4044.

VIRGINIA Library Jobline: (804) 355-0384. To list a position write the Jobline c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

LIBRARIAN seeks position in co-ed or girls' independent school. Extensive experience with private education. BA, Vassar College; MA in education, University of Missouri; MLS (ALA-accredited) will be complete this summer. **Box B-744-W.**

MLS, UWO '77. CANADIAN CITIZEN seeks library position in Canada or USA. MS animal sciences, MVS genetics and breeding, Medical Library Certification. Courses in animal husbandry, biomedical sciences, genetics, statistics, and veterinary science. Available immediately. Willing to relocate. Resume: B. Krishnamurthy, 3-249½ Dundas St., London, Ontario, Canada N6A 1H1.

ALA-MLS '77 seeks entry level reference position in academic or public library. BA Spanish —very good reading, writing, and speaking knowledge of language. Have 3 yrs.' management and supervisory experience in business. Willing to relocate. Resume: D. A. Jones, 1058 Mt. Pleasant Ave., Wayne, PA 19087.

RECENT GRADUATE (MLS) seeks part-time or full-time position in school, academic, or public library in Detroit tricounty area or Ann Arbor. Music background (BA) and 3½ yrs.' preprofessional experience in music, art, general reference, and hospital work. Teaching certification, knowledge of Ukrainian, German. **Box B-745-W.**

POSITIONS OPEN

ALA

PLANNING & PRODUCTION DIRECTOR

Responsible for planning, budgeting, buying, scheduling, and supervision necessary to produce approximately 30 books and pamphlets a year. Must be familiar with all phases of book and journal production. Experience with computerized typesetting and the establishment of data bases helpful. Salary $15,744–$18,732. Send resume:

Liz Weber, Personnel Director
American Library Association
50 E. Huron St.
Chicago, IL 60611

An equal-opportunity employer.

PROGRAM DIRECTOR
RESOURCES & TECHNICAL SERVICES DIVISION

Will direct the activities of large, complex division. Successful candidate will possess an MLS degree plus several years related cataloging and classification administrative experience. Top pay and benefits including 1 month vacation and TIAA/CREF retirement plan. Salary range $19,680–$29,268. ***Send resume by March 15:***

Liz Weber, Personnel Director
American Library Association
50 E. Huron St.
Chicago, IL 60611
(312) 944–6780

An equal-opportunity employer M/F.

ACADEMIC LIBRARY

6 POSITIONS AVAILABLE. University of Missouri-Columbia. **1) Assistant general reference librarian:** requires ALA-accredited MLS and bachelor's degree in education with subject master's degree preferred. Teaching or bibliographic instruction experience desirable. Responsible for planning, developing, coordinating, and implementing library orientation and instruction programs with the assistance of other reference librarians. Works with faculty, students, and other librarians to develop print and audiovisual library instructional materials. Offers reference assistance in the general reference division. Minimum salary $11,000. **Application deadline April 15.** Position available May 1.

2) Assistant general reference librarian: requires ALA-accredited MLS and 1 yr.'s experience with automated bibliographical retrieval services. Subject master's degree preferred. Responsible for planning, coordinating, scheduling, and implementing online bibliographical retrieval services with the assistance of the other reference librarians. Offers traditional reference assistance and assists in the selection of reference materials in the general reference division. Assists in library orientation and instruction. Minimum salary $11,000. **Application deadline April 15.** Position available May 1.

3) Assistant law librarian: requires ALA-accredited MLS. Training in legal bibliography, previous law library experience, and a working knowledge of 2 modern European languages are highly desirable. Responsible for providing evening reference services and for the supervision of circulation and other public services in the evening. Will develop and maintain new serials records including check-in systems, claims procedures, binding, and replacements. Maintains the catalog records for serials. Recommends acquisitions to the collection, particularly with respect to serials and government documents. Plans and implements projects and services for improving library operations. Minimum salary $11,000. **Application deadline April 1.** Position available April 1.

4) General reference librarian: requires ALA-accredited MLS and a minimum of 5 yrs.' professional experience, preferably working with general reference sources. Subject master's desirable. Responsible for the organization and operation of the general reference division. Plans, develops, and evaluates services in coordination with other public service areas. Assists the head of Ellis reference services in the administration of all reference divisions. Selects and maintains the general reference collection. Directly supervises 4 professionals and 2 support staff members. Provides traditional reference assistance and assists with library orientation and instruction. Minimum salary $14,000. **Application deadline April 15.** Position available May 1.

5) Medical cataloger: requires ALA-accredited MLS, with special training in health sciences librarianship. 3 yrs.' library experience, a thorough grasp of medical library cataloging, and experience using NLM and MESH required. OCLC experience desirable. Responsible for cataloging and processing all monographic library materials following the policies and practices of the Medical Library and the Veterinary Medical Library. Responsible for original cataloging and revision of the cataloging of a nonprofessional. Maintains card catalogs as necessary to conform with National Library of Medicine practices. Advises the public service staff on cataloging policy and practices. Minimum salary $12,000. **Application deadline April 1.** Position available April 1.

6) Serials librarian: requires MLS and minimum 5 yrs.' professional experience with primary emphasis on serials. Proven supervisory and management experience and ability required. Responsible for the organization and administration of the newly re-established serials department which includes acquisitions, cataloging, check-in, claims, and binding. Will plan and implement a program for upgrading and quality control of serials records, possibly involving automation. Collection contains over 18,000 serials. Serials department has 3 librarians and appropriate support staff. Minimum salary $16,000. **Application deadline April 1.** Position available May 1.

For all positions apply: Associate Director of Libraries, **University of Missouri-Columbia, Columbia, MO 65201.** An equal-opportunity, affirmative-action employer.

Acquisitions librarian. Manages and coordinates operations of the acquisitions department, which acquires monographic materials for the University of Kansas Libraries. Plans for space, staffing, and operations, including immediate planning for proposed renovation of facilities. Serves as liaison between department and subject specialists. Supervises staff of 1 professional and 8½ paraprofessionals. Requires ALA-accredited MLS, research library experience in either acquisitions or subject bibliography, knowledge of the domestic and foreign book trade, demonstrated leadership/managerial skills, organizational ability, famil-

Director
VISUAL AIDS SERVICE
UNIVERSITY OF ILLINOIS, URBANA

Nominations and applications are invited for the position of Director, Visual Aids Service, Office of the Associate Vice President for Public Service, University of Illinois. This administrative officer, who reports to the Director of University-wide Projects of the OAVPPS, has direct responsibility for the administration of a large film rental and distribution service unit. Specific responsibilities are working with an academic staff of 3 and nonacademic staff of 40 in fiscal management, personnel supervision, library acquisitions and deletions, catalog publications, inventory, continuous analysis of the complete operation, and customer relations as a public service agency. The director is expected to participate in and provide leadership in outreach for film library function and operation.

The film library at the University of Illinois has 12,348 titles in 31,494 prints with 135,843 distributions in FY-77. The library has a value in excess of $4 million. The facilities supporting the service comprise excellent equipment and a plant of 30,000 square feet.

Substantial administrative experience in successful management of a large film library is essential. Position requires application of modern business management methods to film library operations and personnel. An earned doctorate is preferred but an earned master's degree is required for the academic relationships to be maintained by a comprehensive state university with public and private institutions of learning in the common schools and higher education regarding film services.

Salary commensurate with education and experience, minimum $24,000. Effective date of appointment is August 1, 1978. ***To be assured full consideration, nominations and applications (including resume) should be submitted by April 1:***

Dr. Wendell G. Anderson, Director of University-wide Projects, University of Illinois, 118b Illini Hall, Champaign, IL 61820.

The University of Illinois is an equal opportunity, affirmative-action employer and encourages applications from members of minority groups, women, handicapped persons, and veterans.

iarity with business procedures and automation. Prefer broad knowledge of European languages. Salary $13,000+ depending on qualifications. Available July 1. 12-month, tenurable. **Send resume and references by April 1:** Mary Green, Assistant Dean, **University of Kansas Libraries, Lawrence, KS 66045.** An equal-opportunity, affirmative-action employer.

Assistant librarian for public services. Position available July 1. Bethany College, private, coeducational, church related, liberal arts college near Wheeling, W. Va. - Pittsburgh. Responsible for teaching library skills, working with faculty to integrate library use into the academic program, general reference desk work, supervision of interlibrary loan, and assisting the director in collection development. 1 yr. initial appointment on a 9-month contract. Full faculty status and fringe benefits. Rank depending on qualifications. Beginning salary $10,000–$13,000. ALA-accredited MLS required. 2nd master's in a humanistic discipline desired. Experience in college reference work preferred. **Application deadline March 15.** Please submit resume and 3 letters of recommendation: Larry Frye, Library Director, **T. W. Phillips Library, Bethany College, Bethany, WV 26032.** An equal-opportunity, affirmative-action employer.

Assistant librarian for public services. Supervises and coordinates the work of reference, interlibrary loan, circulation, and photocopy. Develops and implements public services policies and programs in a medium-sized medical center library containing 150,000 volumes, computer and audio-visual equipment, a clinical librarian, a total staff of over 50 people, and a budget of ¾ million dollars. Requirements: college and library degrees + at least 3 yrs.' experience, some supervisory. MLA certification helpful. Salary $13,000–$16,000, depending on background and experience. **Send resume by April 15:** Barbara Halbrook, **Washington University School of Medicine Library, 4580 Scott Ave., St. Louis, MO 63110.** An equal-opportunity employer.

Assistant reference librarian. Performs general reference services including reference desk coverage, computer data base searching, collection development and instructional services (some formal teaching). ALA-accredited MLS required. Salary $13,000–$16,000 depending on qualifications. Library experience desirable. Faculty status; 12-month appointment with 24 days annual leave; TIAA. Position open July 1. **Application deadline April 15.** Send resume and names and addresses of 3 references: Ruth H. Donovan, Assistant Director of Libraries, **University of Nevada Library, Reno, NV 89557.** An equal-opportunity, affirmative-action employer.

Chief collection development officer, University of California, Riverside Library. Responsible for overall collection development analysis, planning, and policy formulation. Administers collection development department, special collections department, and book budget of around $900,000. Creative opportunity for involvement in wide range of challenging activities; close interaction with faculty; coordination of acquisitions program on a statewide and regional basis. Qualifications: MLS, substantial experience in collection development in an academic library, demonstrated administrative ability. Graduate degree in academic field desirable. Librarian salary range $21,276–$29,496. Appointment level $21,276–$22,788. Position open April 1. UCR Library serves 5,000 undergraduates and graduates, 26 PhD programs with collection of 900,000 volumes, 30 academic librarians, 95 support staff. Riverside is a community of 150,000, 60 miles east of Los Angeles. Send resume and names of 5 references: Margaret Schott, Library Personnel Officer, **University of California, Riverside, CA 92521.** An equal-opportunity, affirmative-action employer.

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sponsible for managing technical information center serving IWR staff and wood products industry. Duties include technical services, collection development, manual and online searching, coordinating library automation projects, and assuming leadership of certain research projects. Must have MLS or MS in information science; technical background; proficiency in online searching; background in computer applications in libraries; experience in planning, developing, implementing, and promoting information center services and programs. Salary range $10,000–$20,000. **Send resumes by April 1:** Anders E. Lund, Director, **IWR, Michigan Technological University, Houghton, MI 49931.** An equal-opportunity educational institution/equal-opportunity employer.

Executive director of library and learning resources. This administrator is responsible for providing direction and leadership for the university library and audio-visual services in support of academic and service programs and institutional objectives including budget, personnel, and service; and the extension of instructional support to the university's off-campus programs. Desirable qualifications include an earned doctorate with preparation in library and audio-visual services. Salary competitive (minimum $22,500). **Application deadline is April 3.** Send resume, 3 current letters of reference, and transcripts (graduate and undergraduate): Milda Steinbrecher, Search Committee, **Room 333, Dempsey Hall, UW-Oshkosh, Oshkosh, WI 54901.** An equal-opportunity, affirmative-action employer.

Head of technical processes. Supervise 7 FTE in acquisitions, cataloging, serials, and related functions. Bring OCLC online. Analyze systems. ALA-accredited MLS, OCLC experience, demonstrated administrative ability, systems analysis, original classification/cataloging, and energy required. Pitt State is a multi-purpose university of 5200 students in 92 programs in an attractive city of 23,000. Salary to mid-$16,000. 12-month contract, 22 days vacation, good fringe benefits. Position available August 1. **Application and 3 letters of recommendation by March 31:** Stevens Hilyard, Director of the Library, **Pittsburg State University, Pittsburg, KS 66762.** An equal-opportunity, affirmative-action employer.

Interlibrary loan librarian. Primary responsibilities involve supervising classified and student assistance in borrowing and lending of materials for OU libraries. Partial responsibility for providing reference service including library orientation and instruction. ALA-accredited MSLS. Some experience in interlibrary loan or bibliographic searching desirable. Professional flexibility, ability to work with a diverse clientele, and supervisory skills. Minimum salary $9,500 for 12 months. Faculty rank, 21 days vacation + academic holidays. **Letters of application must be submitted by April 15:** Jan E. Seifert, Associate Director for Public Services, **University of Oklahoma Libraries, 401 W. Brooks, Room 141, Norman, OK 73019.** An equal-opportunity, affirmative-action employer.

International documents. Librarian for international, foreign, and state documents, including depository collections of UN and UNESCO. Primary duties are reference and processing of these with shared reference responsibility in business, social sciences, and federal documents. Requires ALA-accredited MLS. Prefer 2 yrs.' academic library experience with 1 yr. in international documents. Salary $11,000 or more depending on qualifications. **Send resume by March 31:** Joseph Jerz, Assistant University Librarian, **University of North Carolina, Chapel Hill, NC 27514.** An equal-opportunity, affirmative-action employer.

Librarian - assistant, reader's services: librarian for circulation, reference, interlibrary loans, and orientation in a community college. ALA-accredited MLS required; 2–3 yrs.' experience in academic reference and circulation work desirable. 12-month appointment at $11,000–$13,000, depending on qualifications and experience. Available July 1. **Apply by April 1:** Louis J. Gill, Director of Library Services, **Waycross Junior College, Waycross, GA 31501.** An equal-opportunity, affirmative-action institution.

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and classifies all materials in the sciences requiring original and COOP cataloging utilizing OCLC, LC classification used, LC updated subject headings employed; 2) assist head of bibliographic services in coordinating and carrying out the work of that unit. Includes training of personnel, handling difficult searches and materials, searching serials, etc. ALA-accredited MLS required. Good background in the sciences, preferably as BS degree. Working knowledge of at least 1 modern foreign language. Must be schooled in the basic principles of LC classification and descriptive cataloging. Some relevant technical service experience and OCLC exposure desirable. Should have good work habits and be well organized. Faculty status, instructor rank, salary range starts at $12,500 for 12 months. Excellent fringe benefits. Position available immediately. **Send resume by March 15:** Carl H. Sachtleben, Director of Libraries, **Western Michigan University, Kalamazoo, MI 49008.** An equal-opportunity, affirmative-action employer.

Library director. ALA-accredited MLS to manage and direct library services for student body of 350–400. Secondary field of foreign language, philosophy, computer science, or political science preferred. Teach a minimum of 1 introductory course each semester in secondary field at the freshman-sophomore level. Minimum of MA or MS in secondary field. Strong interest and ability in providing instruction to students in use of library resources. Professional competence in the organization and use of audio and visual media required. 10-month appointment beginning April 1. Salary from $12,500 based on qualifications. **Applications, including resume and letters of reference, should be sent before March 15:** Campus Dean, **University of Wisconsin Center-Marinette County, Bay Shore, Marinette, WI 54143. Telephone 715-735-7477.** An equal-opportunity, affirmative-action employer.

Media sciences professional. Media sciences, Department of Education, Purdue University is inviting applications for a specialist who will recruit, counsel, and direct inservice activities; supervise student teaching in media services and assist with methodology courses. Required: MS in media sciences or the equivalent, experience in public school teaching and/or media services necessary; 5 yrs.' experience in supervising student teaching in media; evidence of participation in state and national media associations. Professional status rather than tenure. Academic year appointment. Salary $11,000–$13,500. **Deadline May 1.** Send resume: Dr. George P. Salen, Chair, Search Committee, **Department of Education, Purdue University, West Lafayette, IN 47907.**

Near East cataloger (assistant librarian). Performs descriptive and subject cataloging of library materials in Near Eastern languages. AMLS, working knowledge of French and German, strong competence in Arabic as demonstrated on the Arabic Proficiency Test, reading knowledge of modern Persian (Farsi), second graduate degree in Islamic history and civilization, good communication skills in both English and Arabic required. $11,100 minimum. Write: Lynn Marko, Assistant for Personnel and Staff Development, **818 Hatcher Library, Ann Arbor, MI 48109.** A non-discriminatory, affirmative-action employer.

Public services, assistant director. Minimum qualifications: ALA-accredited MLS; at least 7 yrs.' relevant experience, including demonstrated managerial experience, in academic libraries. Preferred qualifications: MLS and 10 yrs.' progressively responsible experience in large libraries operating through multiple service departments, at least 5 of which are in academic libraries; demonstrated professional, managerial, and public relations abilities in several of the major specialities within public service work; knowledge of current trends in computer based services is desirable. Salary for 12 months $19,000–$22,000 (negotiable), with generous State of Ohio fringe benefits. Starting July 2 (negotiable) with **April 15 closing date for applications.** Send resume and 3 letters of reference: Robert Benninghoff, Chairperson, Search Committee, **University Libraries, Cleveland State University, Cleveland, OH 44115.** An equal-opportunity, affirmative-action employer M/F, handicapped.

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of books and serials. Keeps all subscription files up-to-date for periodicals, serials, microforms, and AV materials. Updates computer print-out and union list of serials. Keeps financial records. Selects new serials and books in cooperation with the faculty. Required: BS (preferred); ALA-accredited MLS. Some experience desirable. Salary $12,000+. Send resume: Ottilie H. Rollins, Head Librarian, **Clarkson College of Technology, Potsdam, NY 13676.** An equal-opportunity, affirmative-action employer.

Serial cataloger/bindery librarian, Northwestern University Library. Under supervision of senior serial cataloger, catalogs serials for inclusion in NOTIS, Northwestern's online machine readable data base. Supervises bindery section of serial cataloging & bindery unit, managing bindery accounts, coordinating bindery functions, and supervising 5 full and 3 part-time nonprofessional employees, + 2 student assistants. Time to be evenly divided between cataloging and bindery activities. ALA-accredited MLS; working knowledge of at least 1 foreign language, preferably including German or a romance language. Some serials, cataloging, and/or supervisory experience preferred. Open March. Hiring range $11,500–$13,000 depending on qualifications. Submit applications: Robert Ireland, **Northwestern University Library, Evanston, IL 60201.** An equal-opportunity employer.

Visiting reference specialist, reference and collection development department, California State University, Chico. An experienced professional librarian with skill in general reference practice who also can provide leadership and direction in 1 of the following areas: a) direct reference, its design, delivery, and evaluation, b) academic library collection development, its organization and practice, c) orientation and bibliographic instruction with particular attention to the library nonuser, d) a speciality involving 1 of the following: ethnic minority reference work, nonprint media reference, serials access, or the coordination of reference services with government publications. The ability to suggest and communicate new ideas and techniques is particularly important. In addition to an ALA-accredited MLS, the candidate must have a 2nd master's in a subject area, or equivalent academic or professional achievements, and must have at least 4 yrs.' responsible experience appropriate to the above assignment. Salary range $18,180–$21,900 (associate librarian; 12-month salary). Position available July 1 (1 yr. appointment). **Send letter of application, vita, and other professional papers by April 1:** Robert G. Brennan, Director of Public Services, **California State University, Chico, CA 95929.** An equal-opportunity, affirmative-action employer.

LIBRARY EDUCATION

Assistant professor. A tenure-track position with salary beginning at approximately $16,000 for 9 months + possible summer session employment, starting September 1978. Doctorate in library/information science or related area + MLS required. Background in automated library systems and teaching experience highly desirable. Teach graduate courses primarily in areas of library automation, technical services, and government publications. **Send vita and references by April 1:** Leslie H. Janke, Director, Division of Library Science, **San Jose State University, San Jose, CA 95192.** An equal-opportunity, affirmative-action employer.

PUBLIC LIBRARY

Administrative librarian. Undergraduate degree, minor library science, at least 2 yrs.' experience preferred. Salary $9,000–$11,000. **Send resume, references by April 1:** Search Committee, **Mt. Vernon Public Library, 101 S. 7th, Mt. Vernon, IL 62864.**

Assistant library director. Must be self-starter with imagination, ability, enthusiasm, and energy. Also must have experience with progressively more responsibility. ALA-ac-

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LIBRARIAN IV

Master's degree in library science from an ALA-accredited college or university and 5 yrs.' experience in a supervisory capacity in the operation of a library system, which must have included 6 months of experience in administrative aspects of the work; or any equivalent combination of training and experience. Salary range $16,255–$21,326.

Closing date for position March 24, 1978.

Applications and additional information may be obtained from (hours 8:30–5:00, Mon.-Fri.):

Division of Personnel
Broward County Governor's
Club Annex
236 S.E. First Ave., 2nd Floor
Fort Lauderdale, FL 33444

An equal-opportunity employer M/F.

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credited MLS. Rapid growth area. Sala $14,000. Submit supporting documents wi application. Apply: Director, **Montgome County Library, San Jacinto at Phillips, Conro TX 77301.**

City librarian for municipal public library sy tem. Main library, 8 branches. Annual budg of $1 million+. New main library building 110,000 sq. ft. in planning stage. Position r quires ALA-accredited MLS, demonstrate management ability, minimum 10 yrs.' publ library experience including 5 yrs.' administr tion. Residence in the city required after a pointment. Incumbent retiring. Salary in mi 20's. Usual fringe benefits. **Deadline for app cations May 1.** Search Committee, **Free Publ Library, 133 Elm St., New Haven, CT 06510.**

City librarian. Head librarian for progressi Portland area suburban library in communi of 23,800. Vital part of developing county c operative network serving population 200,000. Annual circulation of 220,000; colle tion of 48,000. MLS + administrative expe ence in public libraries required; experien in county networks preferred. Salary ran $14,000–$18,000 + benefits. **Closing date Mar 31.** Send resume: Jack R. Nelson, **City Beaverton, 4950 SW Hall Blvd., Beaverton, 97005.**

County library director. Plan, organize, a direct the operation of the Harford Coun Public Library, which is 23 miles from Bal more City. System serves a population 135,000 with 5 branches, 1 bookmobile, a staff of 50 FTE. Annual budget of $800,0 circulation of a million. Position requir strong public library service and administr tive background, knowledge of automatio networking and public relations. ALA-a credited MLS, 6 yrs.' experience in publ library service including 3 yrs.' supervis and administrative responsibility. Sala range $20,000–$23,000. Starting date July **Send resume and references by March** Offie E. Clark, Chairperson, Search Comm tee, **Harford County Library, 100 Pennsylvan Ave., Bel Air, MD 21014.** An equal-opportunit affirmative-action employer.

District director to plan and supervise libra services for district within consolidated gional system in northwestern Minnesota. R sponsible for $135,300 budget and services 26,828 people through district headquarte library in Crookston, branch library, 3 readi centers, and bookmobile. Salary $16,500. AL accredited MLS + 3–5 yrs.' increasingly r sponsible library experience required. Expe ence in public library administration, super sion, and construction preferred. **Resum and credentials by March 31:** Lon Dickerso Director, **Lake Agassiz Regional Library, B 699, Moorhead, MN 56560.**

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ubject coverage includes fine arts, sports, nd music. Present salary range $14,826–17,790. **2) Head, audio services.** Reports to ead of fine arts. Responsible for the selec-on, management, and development of pro-ram use of music recordings and audio quipment throughout the library system. resent salary range $12,132–$14,560. ALA-ccredited MLS and substantial subject back-round and experience + a strong public ervice commitment are desired for both po-itions. A cost of living increase is scheduled r April 1. Letter of application and references hould be forwarded to: Don Burrier, Person-el Officer, **Toledo-Lucas County Public Li-rary, 325 Michigan St., Toledo, OH 43624.** An qual-opportunity employer.

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ibrary director, Carver County Library System. osition open mid-May. 3-yr. old, 4-branch ublic library serving rural county of 35,000 in linneapolis-St. Paul metropolitan area. Li-rary participates in MELSA, a 7-county fed-rated library system. Conversion to COM atalog near completion. 5th branch planned r 1979. Annual budget over $120,000. Requires LA-accredited MLS + minimum 3 yrs.' pub-c library administrative experience. Mini-um salary $13,656. Send resume: Mary Smith, **arver County Library System, POB 152, haska, MN 55318.**

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ibrary director. Responsible for county-wide ublic library system serving population of 0,000 through new main library, 4 branches, nd bookmobile. ALA-accredited MLS and at

resume: Mrs. W. S. Dowis, Jr., Chairperson, **Florence County Library Board, 322 W. Pine St., Florence, SC 29501.**

Library manager for the city of Scottsdale, Ariz. To serve as director of educational services, which includes children's and young adult's services, visual aids, outreach, a branch library, and a bookmobile. Position requires master's degree in library science, public administration, business administration, or a related curriculum which emphasizes the development of managerial skills + 2–5 yrs.' progressively responsible library experience, and at least 2 yrs.' management or supervisory experience in any organization. Applicants should have comprehensive knowledge of MBO, personnel management, budgeting, and efficiency/effectiveness indices. Salary $15,105–$19,278. Apply: **Personnel Department, 3939 Civic Center Plaza, Scottsdale, AZ 85251.** An equal-opportunity, affirmative-action employer.

Supervisor of reference services for library dedicated to community information services. Salary range $14,780–$17,050 + liberal fringe benefits. Requires ALA-accredited MLS and 3 yrs.' professional library experience. Must be a resident of the city of Midland within 12 months following appointment. **Apply by May 1:** Personnel Department, **City Hall, 202 Ashman St., Midland, MI 48640.**

STATE LIBRARY

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ibrary consultant, Oklahoma Department of ibraries. Serves as consultant and resource erson to public libraries in regard to library evelopment, by means of field visits, cor-espondence and telephone, personal con-erences, workshops, and institutes. To be upervised by head of the library services ranch and coordinated with other goals and bjectives of the branch, including general ublic library consultant responsibilities. ualifications: MLS with a minimum of 3 yrs.' xperience in public and/or state libraries. alary range $12,360–$16,380 depending on ex-erience. Send full resume: Robert L. Clark, r., Director, **Oklahoma Department of Librar-es, 200 NE 18th, Oklahoma City, OK 73105.**

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letwork coordinator, Oklahoma Department of ibraries. Responsible for coordinating the lanning and implementation of improve-ents in statewide networking activities, ith the assistance of the Network Advisory ouncil, (presently established ad hoc com-ittee created by the department and rep-esenting multitype interests). Plans for revi-ions in existing intercooperative arrange-ents including the Oklahoma Teletype Inter-library Loan System. Works closely with university, public, and special resource libraries. Advises on new cooperative activities between libraries and other agencies and coordinates approved projects. Provides liaison between the department and the AMIGOS Bibliographic Council. Consults with department staff in the improvement of internal systems of bibliographic control. Qualifications: MLS with a minimum of 3 yrs.' experience in 2 of the following types of libraries or library organizations: academic, public, state library, or regional network; prior demonstrated ability to coordinate library projects involving technical applications; thorough knowledge of interlibrary loan techniques and technical services operations; interest in all types and sizes of libraries and the creative ability to recognize potentials and follow through with plans for their realization; knowledge of online bibliographic services and COM applications required; must be able to maintain current awareness of the national library networking state of the art. Salary range $12,360–$19,800 depending on experience. Send full resume and statement of interest in developing statewide library networks: Robert L. Clark, Jr., Director, **Oklahoma Department of Libraries, 200 NE 18th, Oklahoma City, OK 73105.**

NEW JERSEY STATE LIBRARIAN

The State Librarian is an Assistant Commissioner of Education in the Division of the State Library—archives and history. Responsible for the administration of the State Library's budget of $2 million and 170 full-time employees, plus extensive programs of state and federal aid to libraries in the state. Administers special library services to legislative, judicial, and executive branches of state governments; archival, historical, records management, interlibrary and depository services as well as those for the blind and physically handicapped.

Qualifications: ALA-accredited MLS; at least 8 yrs.' library experience, 4 of which shall have been in an upper management capacity. Salary $27,356–$36,925.

Qualified, interested candidates should send detailed resume ***no later than March 15:***

Frederick Klett, Jr., Personnel Director, New Jersey Department of Education, Box 2019, Trenton, NJ 08625.

An equal-opportunity, affirmative-action employer.

LIBRARY ASSISTANT

The Historical Foundation of the Presbyterian and Reformed Churches, Montreat, North Carolina, is looking for a qualified Library Assistant to work primarily with printed materials handled under its modified Library of Congress system.

A Master's degree in Library Science and proficiency in cataloging are required. A background and interest in Presbyterian and Reformed history and in Museum work will be helpful.

The salary is $9,000 a year; the environment is strictly non-smoking; the position will be filled without regard to race or sex.

If you are interested, write to **Dr. Kenneth J. Foreman, Jr., Executive Director, the Historical Foundation of the Presbyterian and Reformed Churches, Montreat, North Carolina 28757 or telephone him at 704-669-2961, 704-669-7061, or 704-669-2782.**

Technical services librarian. Expected professional opening in acquisition/cataloging with major duty to develop and implement automated cataloging system. Candidate must be on national Civil Service Register, or have reinstatement eligibility, or be a Civil Service employee. Salary range $15,000–$19,617 (GS-9). For application information write: Dr. Robert H. Pearson (Code 23), Director of Technical Information, **Naval Weapons Center, China Lake, CA 93555.**

SERVICES AND SOURCES

LIBRARIANS—LIBRARIAN STAFF. School, university, college, public. Inquire about our "instant ALERT Job Opening" service. ALERT, 15 Orchard, Wellesley, MA 02181.

LIBRARIANS - TEACHERS - ADMINISTRATORS. Current school, college openings list $5.95. Leading Placement Sources, $3.95. EISB, Box 662, Newton, MA 02162.

"JOB HUNTER'S WANT AD INDEX" indexes by job type want ads from 137 periodicals and newspapers. Most of the periodicals are likely to be in any medium size public or academic library. Can also function as a selection tool. Send $1.00: Ethel Falk, 30 E. Hanover Ave., Whippany, NJ 07981.

LIBRARIANS!! Send for the list that tells you where employment opportunities are in libraries. Send $5.00: Information Unlimited, POB 3757, Las Cruces, NM 88003.

Classified ads not related to library employment are continued on page 180.

and the development of a common purpose and position in voting matters within Council.

The U.S., with seven association members and some 130 institutional members, is in a strong position to influence IFLA's structure and programs provided the active participation of institutional members can be harnessed.

ALA President Eric Moon, in relating to the committee his impressions of the Brussels congress, was disturbed by what he considered a paternalistic stranglehold on the Federation's affairs by certain European countries, the disarray of the U.S. delegation, the powerlessness of the Third World representatives, the number of closed meetings, and the lack of content in ceremonial open meetings. If IFLA were to survive as an international organization rather than as an elitist European club, then action was needed to democratize its procedures and ensure equal contributions and input from all members. Who better to do this than the U.S., provided it can organize its voting potential. It was time to strike an alliance with some Third World countries rather than tag along with the colonial attitude of some European nations.

ALA Executive Director Bob Wedgeworth translated President Moon's words into a strategy for action, the chief aim being to mobilize U.S. institutional members to involve themselves more actively in the affairs of the Federation with ALA as a possible rallying point. The U.S. by more active participation could help to swing the balance of countries represented in IFLA away from a predominantly European bias towards a more global view.

The meeting was then thrown open to the floor. Those present included representatives of IFLA institutional and association members and regular IFLA attendees. Among the points raised were the need for total commitment from institutional members to either sending representatives to meetings or arranging for proxies, the need for U.S. delegates to be less clannish and mix more with other delegates (although Nasser Sharify bemoaned the fact that even though he had a moustache and kissed on both cheeks, he was still thought of as an American), the need for U.S. delegates to be more aggressive and assertive in discussions, and the need to promote and increase awareness of international issues in the U.S. through professional journals.

A motion was proposed and carried that IRC should continue to act as a focal point for U.S. participation in IFLA activities and should endeavor to garner the institutional votes in an attempt to increase the effectiveness of the U.S. presence in IFLA.

—Rosamond Kerr

Urban library strategy

Urban Libraries Council.

Among the many ALA-affiliated or related groups meeting in Chicago during Midwinter week was the Urban Libraries Council, from whose Saturday session come three items of special interest:

- ULC membership has grown to 80, affirming the viability of the group.
- The Council has applied for a $23,285 NEH grant to hold a national conference on "implications of contemporary social changes for the role of the central public library in the larger urban center." Targeted for April in Chicago, the event will be limited to 250 invited participants drawn from several other fields besides librarianship.
- The ULC Legislative Committee will meet in Washington in March to work toward $110 million-funding for LSCA-I—a sum that would, by established formula, pipe some $50 million into large urban libraries.

Alex Ladenson, who was feted during Midwinter week on his retirement from Chicago Public Library, will be ULC legal counsel.

SRRT addresses Bakke case

Action Council, Social Responsibilities Round Table.

The Action Council of the Social Responsibilities Round Table had advice for ALA in a resolution sent to Council: encourage library schools to continue to implement affirmative action programs.

This resolution was a reaction to the Bakke "reverse discrimination" case before the U.S. Supreme Court and an outgrowth of an appeal for SRRT funds to help pay for an ad this month in the *New York Times*. The ad bears the names of several individuals and groups, among them John Hendrick Clarke, professor of Afro-American Studies at Hunter College, and the American Federation of Teachers. The sponsors oppose what they feel will be the Court's decision to uphold Allan Bakke's claim of "reverse discrimination," when he was denied admission to the University of California Medical School at Davis. Bakke argues that the school's affirmative action program setting aside 16 of 100 places for minorities worked against him.

David Cohen, chair of SRRT's Ethnic Materials Information Exchange Task Force, felt that "rather than help pay for someone else's ad" (the ALA Black Caucus had already anted up) ALA should have its own resolution. Cohen volunteered to formulate a resolution reaffirming ALA's support of affirmative action, since, said Cohen, "a Supreme Court decision in favor of Bakke could seriously affect library school affirmative action programs." The resolution cites "institutional racism and sexism" as continuing to perpetuate inequality and discrimination against minorities and women.

ALA Councilor Herb Bilbo submitted the document, but Council III adjourned before the resolution came up for discussion. At press time Biblo said he would resubmit it to Council for consideration in June.

The Action Council also endorsed a resolution from Mary K. Chelton affirming the right of youth to sex-related materials, reflecting the U.S. Public Health Service's concern that adolescent pregnancy has reached epidemic proportions. The statement particularly addressed the onset of puberty as occurring four months earlier every decade with concomitant "earlier sexual exploration among children and adolescents, with especially severe consequences for girls."

The ALSC board later revised and endorsed the Chelton document before it went to Council, where it passed without discussion. ALA will offer the resolution to the Planned Parenthood Federation of America for inclusion as an organization statement in its *Positive Policy Handbook*. The resolve urges librarians and library educators "to assume a leadership role" in assuring that sex-related materials, programs, and I & R services, be made available.

SRRT gave its support to E. J. Josey's resolution asking that ALA members be fully informed about any unit's plans to produce a film bearing the ALA imprint (see separate story on *The Speaker*).

Collective bargaining

The Collective Bargaining Committee has prepared a draft statement of policy on collective bargaining. After receiving feedback and making any necessary modifications, the committee plans to introduce the statement for adoption at either Annual Conference or next Midwinter.

In part the draft statement says, "ALA endorses the principle of collective bargaining, affirming the right of each library employee to organize and to bargain collectively with his/her employer without fear of reprisal, and respecting the rights of the employer except as they are amended through the collective bargaining process."

Take 2: *The Speaker*, Highlights/Spotlight

Sixty Minutes for "60 Minutes"

Like the snowclouds that hung menacingly over Chicago, the film *The Speaker* hovered over ALA's Midwinter Meeting, creating flurries of discussion and chilling commentary. Dubbed by one councilor as the most emotional topic to arise "since ALA discovered the Vietnam War in Atlantic City," the film was the subject of Council action, committee discussion, and unprecedented television and newspaper coverage.

Debate on *The Speaker* began Monday morning at an informational Council orientation, where ALA Executive Director Robert Wedgeworth reported on actions the Executive Board had taken at its fall meeting. The board had voted that ALA should not grant others permission to reproduce *The Speaker* in any format. It also had agreed to establish an interdisciplinary panel to decide whether the film addresses the First Amendment. The panel was to be appointed by an ad hoc committee of several black librarians and representatives from the Executive Board and ALA's Intellectual Freedom Committee (IFC), the film's coproducer.

The decision to form the panel stemmed from a request by ALA Past Pres. Clara Jones, who had opposed ALA's decision to endorse *The Speaker* at the Association's 1977 annual conference. On behalf of ALA members who feel the film is racist, Jones also had asked the board to approve a statement for distribution with the film. Noting that *The Speaker*'s purpose is to discuss intellectual freedom, the statement says, in part, "The American Library Association believes that it must make clear to all who view this film that its sponsorship does not mean that the Association subscribes to the doctrine of racial superiority, a concept that has long since been discredited, or the implication that the Association is uncertain on the question of the superiority or inferiority of any one race."

At the Midwinter Council orientation, Wedgeworth reported that the Executive Board had adopted the statement. Several Council members questioned the board's actions, and some expressed anger that *The Speaker* had not been placed on the agendas for the upcoming Council meetings.

ALA Pres. Eric Moon attempted to quell discussion of the film, noting t Council orientation was intended to a purely informational session. But *T Speaker* reared its head again at Tu day's Council meeting, where it w added to the agenda as the first ord of business.

The Palmer House State Ballroom sembled a scene from *Close Encount of the Third Kind* as the Council me ing convened. Under dazzling TV floo lights and crystal chandeliers, came crews from local television static scurried about with space-age ha ware. CBS "60 Minutes" reporter D Rather mingled with Council memb and studied *American Libraries*, getti background material for a feature *The Speaker* to be aired in February March. Newspaper reporters flitted b tween the Council chamber and AL pressroom, setting up interviews w key *Speaker* advocates and opponen Their articles later appeared in C cago's three major dailies and on t *Los Angeles Times* wire service, supp menting *Speaker* coverage on lo NBC, ABC, and CBS television statio

Following a motion to limit disc sion of *The Speaker* to one hour, co

to videotape the film. [illegible] the ruling was intend[illegible] "exacerbating an already [illegible] sitive, and hurtful situation." [illegible] board was unsure how the schools intended to use the film.

Not wanting to limit *The Speaker*'s reproduction and distribution, the Council directed the Executive Board to rescind its fall decision and to follow standard ALA procedures in granting future reproduction rights and permissions.

Next councilors challenged the Executive Board decision to create a panel to determine whether *The Speaker* addresses the First Amendment. The committee to appoint the panel had met early in the conference but had taken no action. Committee members said they were unsure the panel would solve problems the film had caused.

Councilor Dorothy Broderick said since legal scholars do not agree on the First Amendment's meaning, "to think some illustrious panel could accomplish this is out of the realm of possibility." Several councilors added that ALA does not need a panel to "tell it what to think."

The panel idea was abandoned when councilors failed to affirm the Executive Board's fall decision. The board rescinded its panel authorization and its policy on *Speaker* reproduction the next day.

With little discussion time remaining, the Council voted to support the statement the Executive Board had approved for distribution with *The Speaker*. Some dissenting councilors protested that the statement violates ALA's policy against labeling the content of published materials.

Following Council's votes on *The Speaker*, Past Pres. Jones headed toward the podium to read a statement endorsed by the Black Caucus and 25 individuals. Jones asked to read the statement "because we believe that neither the Executive Board, the Council, nor the Membership feels or subscribes to what we perceive *The Speaker* to be representing in the name of the Association."

Jones charged that the central thesis of the film is "counterfeit and falsely identified as a First Amendment issue." She said the example *The Speaker* uses to illustrate the principle of free speech is presented "in a highly unsuitable and irresponsible fashion, insensitive, in poor taste, and skillfully racist."

"60 Minutes" reporter Dan Rather studies past *American Libraries* coverage of *The Speaker.*

Noting the film does not really accomplish its intended purpose, Jones asked, "Why was this theme of the inferiority of black people chosen and developed without consultation with a representative group of the members of the Association directly affected?"

The complete text of Jones's statement and reactions to it appear elsewhere in this report.

The Council's actions on *The Speaker* pleased Lee Bobker, coproducer and director of the film. He later told *AL*, "I was delighted the ALA decided to support the film." Bobker said the Council's vote "repudiates criticisms" made against *The Speaker*.

However, he noted "a few ALA members who feel antagonistic toward the film are conducting major and very nasty campaigns to destroy the picture" by intimidating potential film purchasers. Bobker said *The Speaker*'s press coverage will help deter future censorship of the film. —*Susan Spaeth Cherry*

Speaker spinoff

One of many reverberations from *The* other people of dark skin" and that the film "conveys distorted views regarding race," the resolution asked ALA to appropriate funds to publish Jones's statement in print and nonprint versions for distribution with the film.

The resolution provoked discussion among Intellectual Freedom Committee members, many of whom disagreed with Jones's statement. The committee decided Trejo's resolution violated ALA's anti-labeling policies. It also agreed the resolution ran contrary to all past Council, IFC, and membership positions on the film.

IFC stated its position at Thursday's Council meeting, where the resolution ultimately was tabled. Councilors felt they could not vote on the resolution until its language was clarified.

The Speaker was the stimulus for several other Council resolutions. One asked that IFC begin planning another film on the First Amendment. The resolution noted that "planning an additional film would provide us (ALA) with a positive opportunity to demonstrate in a practical way that we *can* learn from this whole trying experience of the past two years and effectively move ahead from any divisiveness without avoiding the issues raised by our first film."

With little discussion, councilors defeated the resolution 51 to 50.

Another resolution prompted by *The Speaker* asked that any unit producing nonprint materials with the ALA imprint publicize its plan among ALA members. It asked that units establish timetables for consultation with "interested groups that could contribute information, ideas, and interpretations which would strengthen and enhance the finished product." Council referred the resolution to the Publishing Committee.

stemmed from complaints by ALA members dissatisfied with the committee's recent actions.

After reviewing *The Speaker*, a joint Young Adult Services Division Intellectual Freedom and Media Selection and Usage Committee decided to develop an annotated bibliography of readings on the First Amendment rights of youth. Intended to supplement the film's current discussion guide, the bibliography is scheduled for completion March 1.

Another YASD committee also reviewed *The Speaker* for possible inclusion on its 1978 Selected Films for Young Adults list. The committee voted 6 to 1 against including the film, calling it "poorly written," "with dull, unimaginative camera work," "filled with wooden stereotypes," "heavily didactic," "simplistic," and "unrealistic."

As Midwinter Meeting drew to a close, Councilor Dorothy Broderick brought *The Speaker* before the Council one last time. Acknowledging "the deep hurt and rage" the film has caused, Broderick asked Council members to stand and show the "respect, love, and admiration" they feel for their black colleagues.

Amid applause, the councilors stood; but later a few councilors objected to their love and respect being "legislated" in this manner.

Is the issue at rest? On the one hand, there are still those who believe in the film's value and who expect it to speak for itself. On the other, is Clara Jones's feeling that "disturbance over *The Speaker* is deepening, not subsiding. Its lingering, troubled presence has cast a pall over the Association that will not just go away. The American Library Association's integrity is at stake. It will not be easy to resolve this dilemma, but we have confronted other difficult problems before with wisdom and courage."

—*S.S.C.*

The Speaker Statement

This statement is signed by the persons below and endorsed by the Black Caucus of the American Library Association. Except for a few phrases added at the request of the signees, it represents the text delivered to the ALA Council on Jan. 23 by Clara Stanton Jones and submitted as Council Document 11.1. The signees had prepared a fuller document, but in the interest of Council's limited time had cut a number of sections. The full document is available on request from Ms. Jones at Detroit Public Library.

Clara Jones addresses Council

Mohamed Aman, Augusta Baker, Milton Byam, Geraldine Clark, Jean Coleman, William D. Cunningham, Hardy Franklin, Dorothy Haith, Vivian Hewitt, Monteria Hightower, Cynthia Jenkins, Casper Jordan, Clara S. Jones, Virginia Lacey Jones, E. J. Josey, Doreitha Madden, A. P. Marshall, Barbara S. Miller, Jane Hale Morgan, Effie Lee Morris, Annette Phinazee, Barbara T. Rollock, Spencer G. Shaw, Lucille C. Thomas, Avery Williams.

We, the undersigned members of the American Library Association, have requested this opportunity to make a statement because we believe that neither the Executive Board, the Council, nor the Membership feels or subscribes to what we perceive "The Speaker" to be representing in the name of the Association.

In the heat of discussion immediately after viewing the film at the annual conference last summer [1977], there was not enough time to gain proper perspective, especially on a film that is as subtle as this one. It is important to us and to the ongoing

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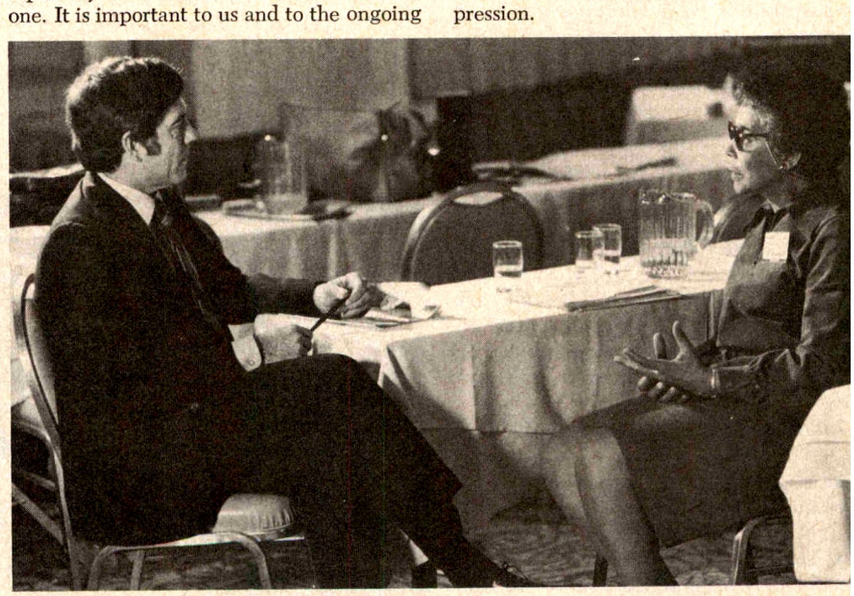
terfeit and falsely identifie
endment issue; and secon
example chosen to illustrate th
principle of free speech is presented in
highly unsuitable and irresponsible fashio
insensitive, in poor taste and skillfull
racist.

"The Speaker" is predicated on th
thesis that if the high school Curre
Events Club does not invite the controve
sial character, Dr. James Boyd, to addre
the student body in the last lecture of th
year-long series, he would, *ipso facto,* b
deprived of the right of freedom of expre
sion. The students are allowed to labor u
der the belief that the First Amendme
obligates them to select Dr. Boyd becau
of the controversial nature of his view
which center on the black race as mental
inferior to the white race. This suppose
obligation to the First Amendment co
tinues to be the central focus of the film.

Dr. Boyd has come to the attention
the Current Events Club precisely becau
he has been publicly exercising his Fir
Amendment rights to the fullest. Under th
protection of the law he has been free to e
press himself verbally, to write and publi
his controversial views, and to seek as ma
audiences and sponsors as he wishes. Thu
he has already enjoyed the benefits guara
teed in the law. The First Amendme
pledges to protect freedom of expressio
but not to supply an audience, and D
Boyd's First Amendment rights are n
violated if individuals or groups do n
elect to invite him to speak. If the film
interpretation of the First Amendment we
applied, it would follow that wherever D
Boyd's name is suggested there would
no choice but to *invite him,* for otherwi
he would be deprived of his freedom of e
pression.



Dan Rather interviews Clara Jones for a "60 Minutes" feature on the First Amendme

The real issue of "The Speaker" is not Dr. Boyd's First Amendment rights and the supposed obligation to invite him to speak; that contrived controversy is a deception and is the cause of the impossible confusion. The real issue is, first, the denial of the Current Events Club members' right to invite the speaker they have decided on, and second—the heart of the matter—whether or not the school's cancelation of the students' choice could be properly justified. Victoria Dunn's* one concern throughout the film is her claim for Dr. Boyd; her attention is riveted on this overriding interest to the extent that no matter what action takes place, her comments and protests never vary. Under her guidance the Club members are fighting for *Dr. Boyd's* right to be invited to lecture, instead of fighting to uphold their *own right* to invite the speaker of their choice. Because everyone had accepted the authority of the history teacher on the matter of Dr. Boyd's right to the invitation, the school was faced with making the agonizing choice between violating the proposed speaker's First Amendment rights and violating *personal* integrity and feelings of human decency by sponsoring his presentation.

The pity and irony are that the school's act of canceling the speaker was never evaluated in the light of actual court rulings which clearly define both the students' rights and the school's responsibiilty in a situation like this.** As a consequence, no one ever learned how the First Amendment actually applied to this particular situation. It is incredible that the central issue of the film is overlooked completely, never addressed.

We maintain that "The Speaker" is fraudulent in nature because it rests upon a misrepresentation of the First Amendment; that the interpretation set forth is a manipulation of the First Amendment that deftly forces the ordinary program-planning function of choosing a speaker to conform to imaginary First Amendment strictures. This distortion completely discredits and invalidates "The Speaker." This fundamental error, established at the beginning of the film, is never corrected. The twist of the truth is so subtle that it glides by easily and is woven into a sequence of superficially logical arguments and actions to support the deception.

Our second charge is that the example chosen to dramatize the First Amendment is unsuitable and presented in a highly irresponsible fashion; that underneath its smooth, superficial plausibility and sophistication, "The Speaker" is insensitive, in poor taste, and subtly, but strongly racist.

A great many librarians viewing "The Speaker" at the 1977 Detroit Conference sensed that there was something fundamentally wrong about the film, even if they could not immediately identify all the reasons. It takes a while to sort out the half-truths and untruths, amidst the web of subtle nuances. Dr. Boyd's thesis presumes the superiority of the white members of the audience and their inborn right and authority to judge the mental fitness of other races. The black students would become invisible men and women in such an audience, while their erstwhile peers are being instructed in the cardinal principles of white supremacy. The school's consent to these terms would result in the students being categorized and *addressed* as "superior" or "inferior."

The purpose of a lecture series such as the one sponsored by the Current Events Club is to broaden the students' knowledge and understanding of significant issues that confront the nation and the world, in an effort to help make them capable of forming intelligent opinions. None of the lectures can be comprehensive; the expectation is that each will be a highly informative introduction and overview, including an explanation of various schools of thought, especially in controversial areas (as in the case of *The Speaker*), in the context of the overall subject or problem.

The protest will immediately arise that we cannot deny or ignore the fact that we live in a world where the belief in white supremacy exists, that black people have no right to declare this unholy subject to be the one area that may not be discussed; and that the subject should be put out on the table to be dealt with like any other idea. We agree completely. Our quarrel is with the irresponsible method of presentation, which is certainly not in the manner that "any other idea" is customarily presented.

The subject of race is not sheltered and forbidden by frightened, supersensitive black librarians. *Every subject under the sun* is fair game for open-minded investigation. The search for truth is everyone's quest of a lifetime. The problem of race in all its aspects cries out for both scholarly and popular study and discussion, at all levels. The subject of the mental inferiority of black people—more commonly identified as "white supremacy" or "racism"—has plagued this country for three centuries and now convulses the world. It is hollow mockery for Victoria Dunn to represent Dr. Boyd's point of view as "unpopular" or as "minority opinion." The fact of the matter is that few ideas in history have burrowed so deeply into the human mentality as this one, or have been used so skillfully for human exploitation. After a hundred-year effort to erase the segregation and discrimination laws left over from chattel slavery, the "Jim Crow" signs have been torn down. This obviously does not mean that the problem of the races is now his-

*Dunn is the history teacher who advises the Club.

**See pp. 26–27, *The Rights of Students: An American Civil Liberties Union Handbook*, by Alan H. Levine and others (Dutton).

Speaking of *The Speaker*: Informal Comments

The first Council meeting had ended. ALA Past Pres. Clara Jones had read her statement on *The Speaker,* and Council had voted on three issues concerning the film. (See accompanying report.) *AL* asked a number of councilors and Association members their reactions to the *Speaker*-related events.

"I thought Ms. Jones clarified some issues that should have been presented long ago. I'm not black, so I can't judge [whether the film is racist], but if intelligent blacks are upset about it, I support them," said Alice Gray, chapter councilor from Arkansas.

Councilor-at-large Herb Biblo also praised Jones's speech and condemned ALA endorsement of *The Speaker.*

"ALA made a mistake. The membership refuses to recognize they made a mistake. They don't want to accept any criticism. Clara Jones's statement was a forthright statement of the feelings of many black librarians," he said.

Ruth M. Kirk, councilor-at-large from Washington, said she disagreed with the speech. "I admire the dignity with which it was stated, but I don't think the points were valid," she remarked.

Nadine Baer, chapter councilor from Rhode Island, said, "I think she [Jones] did an excellent job on her speech and had some points well-taken. I feel relieved this has been resolved because it's not the first time ALA has been in turmoil. I hope everyone still adopts the idea we are an organization and can work for the good of the organization."

Katherine Stanick, ALA member from Arkansas, said Jones's statement was informative. "Her statement made the basic issue clearer. I really am sorry I could not have understood some of these implications from the beginning," she said.

Reaction to Council votes on *The Speaker* ranged from surprise to relief.

"Something I was impressed by was the relative unanimity of all the votes," said Susan Crooks, consultant for Arthur D. Little, Inc. research firm.

ALA member Jana Varlejs of Massachusetts took another view.

"It could have been so much worse . . . Everyone gets tired of rehashing it [debate on the film], and that came out loud and clear. I'm not pleased with the vote—it reflects this desire to sort of bury it all . . . to get it under the table and not face up to it," she said.

But Council proceedings on *The Speaker* pleased ALA member Patricia Kovel-Jarboe of Minnesota. She explained, "I think it was handled very well. I hope this is the end of it. We are taking too much of the Association's time."

—*S.S.C.*

to [illegible]its tenacious hold persists without the support of the law, manifesting itself now in more subtle ways, but continuing as a devastating social force.

Periodically, the subject of the inferiority of black people is revived in the popular forum, after the manner of Shockley and Jensen today, each time with supposed new and more scientific proof. This theory was out of keeping with the spirit of democratic idealism that characterized the civil rights protest movement of the 1950s and early '60s. However, as the moral fervor of those years began to wane in the face of the frustrating task of building new patterns of human relationships after the official end of segregation, the black inferiority rationale, always lurking in the wings, now is reasserting itself and finding *new* acceptance.

It might be said that some subjects are as painful or offensive to other people as the charge of mental inferiority is to black people, but there is a unique ingredient affecting the black person. The supreme personal insult, added to all other human burdens and possible degradation, is to judge a race of people as inherently inferior in mentality to others, for that denies their status or classification as true, full-fledged human beings; it denies their very humanity. Many men believe women to be physically and mentally inferior to themselves, but there is never any challenge to white women's humanity or to their inclusion in the presumed superior race. A murderer has degraded himself in the worst way possible, but he is a fallen human being and his birthright remains intact—unless he is black. The arrogance of this attitude is unspeakable and is one of the most hateful of all problems to cope with, even when it is an unconscious assumption.

There is an unwholesome emphasis in the film, and especially in the "Discussion Guide," on "tolerating ideas we detest." The spirit of the First Amendment is more like the popular saying, "I disagree with what you say, but I will fight to the death to defend your right to say it." Democracy does not require "tolerance of ideas we detest." This nation was founded by people who would *not* tolerate "ideas they detested." Slavery in this country would not have been ended if tolerance of the detested idea had prevailed, nor would Hitler have been stopped. There should be closer study of this phrase before it is used in the name of the American Library Association, either by inference as a cardinal principle, or aligned with a twisted perception of the First Amendment.

Why was this theme of the inferiority of black people chosen and developed without consultation with a representative group of the members of the Association directly affected?

The American Library Association contracted for the production of a film on the First Amendment to be released for distribution after the Executive Board viewed and approved the finished product. The fact of the matter is that the Executive Board had the right and a definite obligation to be sensitive to the character of the film. Censorship—a loaded, frightening word—has been charged, but it has no valid application in this situation.

We have *never* asked that the film be censored. The Association has had experience with handling a commissioned study which was considered unsatisfactory and never published by the American Library Association. We feel that there are solutions to the crisis created by "The Speaker" which have not been utilized.

We regret that emphasis has been placed upon *our reaction* after the film was produced rather than on the manner in which the film was conceived and developed. We realize that these are past events, but we feel the need to state emphatically that our sector of the Association has been deeply hurt, and is profoundly disappointed that there has been no sensitivity to our feelings.

Disturbance over "The Speaker" is deepening, not subsiding. Its lingering, troubled presence has cast a pall over the Association that will not just go away. The American Library Association's integrity is at stake. We can take justifiable pride in popular success only if what we have created is sound. Public approval cannot relieve us of responsibility for the quality of what we have produced. It will not be easy to resolve this dilemma, but we have confronted other difficult problems before with wisdom and courage. □

In the News (cont. from p. 115)

library services in each other's countries.

Arranged by ALA International Relations Officer Jane Wilson and sponsored by the State Department, the American tour featured visits to 22 libraries and talks with scores of librarians. The Library of Congress's Russian-speaking Nathalie Delougaz, who had been on the 1976 library mission to Moscow, welcomed the Soviets to Washington.

In Chicago, the delegation visited the Crerar, the Newberry, the University of Chicago's Regenstein and library school, the Art Institute, and the Museum of Science and Industry. The Soviets also enjoyed a chamber music concert at the Chicago Public Library Cultural Center and a performance of "A Chorus Line."

At ALA Headquarters the visitors continued discussions of the proposed Soviet-U.S. librarians' seminars with Wedgeworth. If both governments approve, the first seminar may be held in 1979.

Fonotov told Wedgeworth that the warmth of their reception in the United States was "beyond expectation."

Wedgeworth confers with Soviet delegation chief Fonotov; Brone Staikuniene of the Ministry of Culture, Lithuanian S.S.R.; Boris Balchaldin of the Ministry of Culture, Russian S.F.S.R.; Wilson; and U.S. State Department escort-interpreter Nicholas Berkoff.

Children's Librarians

Four members of ALA's Association for Library Service to Children are planning a three-week follow-up visit to the Soviet Union beginning May 1. The organization and management of the extensively developed Soviet system of children's libraries merits study, Mary Jane Anderson, executive secretary of ALSC, explained. "We will be especially interested in learning how children's librarians are educated for service in a multi-cultural, multi-lingual society," she said.

Besides Anderson, the group will include ALSC president Barbara Miller, Louisville (Ky.) Public Library Coordinator of Children's Services; Helga Remy, who holds a similar position at San Diego (Calif.) Public; and Assistant Professor Marilyn Miller of the University of North Carolina/Chapel Hill library school.

The four librarians plan to visit Moscow, Leningrad, and Tashkent, where they hope to see all types of libraries that serve children and also look into library education programs. □

With amusing anecdotes and emotional appeal, J. Rupert Picott, executive director of the Association for the Study of Afro-American Life and History (ASALH), urges the Black Caucus to further the black cause by "working together" with ALA and other groups. Following Picott's heavily applauded talk, the Caucus passed a resolution to develop joint programs with ASALH and promote Afro-American History Month.

Take 3: Special Interests/New Directions

Age, sex, and access

Young Adults Services Division Board of Directors.

Age, sex, and access were the cornerstones of discussion during the YASD board of directors Midwinter Meetings. Highlighting the board's actions were decisions to conduct hearings on the age group YASD should serve, to work with Planned Parenthood on a sexuality handbook guide, and to issue a statement on information access for young adults.

The board is planning open, two-hour hearings on YASD's field of responsibility at ALA's annual conference this summer. The question of what age group YASD is intended to serve arose last year when the division published its "Best Books" list for youth ages 13 to 18. At that time, some members of the Association for Library Service to Children (ALSC) questioned whether YASD was catering to youth who should be served by ALSC.

YASD President Rosemary Young (right) and Past President Mary K. Chelton take time out at a YASD board meeting.

According to its field of responsibility statement, ALSC is intended to benefit children through eighth grade or junior high school. YASD's field of responsibility statement does not specify what age group the division is intended to serve. It describes YASD users simply as "young people" or "young adults."

The decision to conduct hearings on YASD's jurisdiction was prompted by a petition presented to the YASD board. Bearing 37 signatures, many from librarians, the petition asked the board "to make a definitive statement relating to the specific ages served by YA specialists." It called the statement "vital if YA work is to continue as a viable force within the profession." The petition ended, "We are being hampered by indecisive philosophical definitions and look to our national organization for specific guidelines."

At the hearings, the YASD board will seek input on its charge from various groups serving youth. The board also will form an ad hoc committee to meet with ALSC board members. The group will try to iron out service overlaps in the two divisions.

The YASD board also appointed a committee to explore changing the division's name, further clarifying YASD's charge and users.

In an unprecedented move, the board authorized a three-member, ad hoc committee to begin a project with representatives from Planned Parenthood Federation of America, Inc., and the New York chapter of the American Academy of Pediatrics. The group will revise "A Guide to Sexuality Handbooks," a resource list. The booklet's current edition was prepared by Planned Parenthood. July 1979 is the target date for the new edition.

The YASD board created the handbook revision committee after passing a resolution urging librarians and library educators to be leaders in assuring youth have access to sex education materials, programs, and referral and health services.

In the spirit of the resolution, the board agreed to cosponsor a workshop on "Adolescent Sex Education and the Role of the Youth Librarian" Oct. 6 at Drexel University.

The workshop will establish a model for cooperation in continuing education between YASD and library schools. Cosponsored by Drexel, it will feature speakers discussing physiological and sexual development of adolescents.

Mary Calderone, executive director of the Sex Information and Education Council of the U.S. (SIECUS), will give the keynote address on adolescent sexuality and the role of the youth librarian.

Other speakers will include an author, an editor or publisher, sex education program organizers, a youth librarian, and professionals combatting sex materials censorship.

On the question of information access, the board adopted a statement for endorsement by organizations serving youth. It says, "Young adults have the right to free access to all information in all formats. Librarians have the responsibility to insure this access. The Young

mired [illegible]vices Division actively and Medal [illegible] without reservation supports the principles set forth in the Library Bill of Rights."

The outgrowth of a meeting between board members and the YASD Intellectual Freedom Committee, the statement will be interpreted in a document to be drafted at ALA's annual meeting this summer.

In other action, the board established a new YASD committee on library services to Spanish-speaking young adults.

Selected films for young adults

Young Adult Services Division.

Fifteen educational, 16mm films were chosen for the 1978 Selected Films for Young Adults list during Midwinter. The films, all released in the United States during 1976 or 1977, were chosen by YASD's Selected Films for Young Adults Committee.

The films were selected from titles nominated by school and public librarians and audiovisual specialists working with young adults nationwide. Selection criteria included technical quality, subject content, versatility with different audiences, and general young adult appeal.

The list features *Blind Sunday*, by Time-Life Multimedia; *For Gentlemen Only*, by Wombat Films; *Get It Together*, by Pyramid Films; *I'm a Fool*, by Perspective Films; *It Must Be Love 'Cause I Feel So Dumb*, by Learning Corp. of America; and *Metamorphosis*, by Creative Film Society.

Other films include *Monsieur Pointu*, by Pyramid Films; *Moonwalk*, by Learning Corp. of America; *The Murderer*, by Phoenix Films; *Portrait of a Nurse*, by Butler Freedman Films; *Seconds to Play*, by Films Inc.; *Trader Vic's Used Cars*, by Encyclopaedia Britannica Educational Corp.; and *Women in Sports: An Informal History*, by Altana Films.

Single annotated copies of the film list will be available free in April with a self-addressed, stamped envelope from ALA's Young Adult Services Division, 50 E. Huron St., Chicago, IL 60611. Quantity orders should be placed with ALA's Order Department.

Women

Committee on the Status of Women in Librarianship.

Reports about last fall's National Women's Conference in Houston highlighted Midwinter meetings of the Committee on the Status of Women in Librarianship.

Committee Chair Ellen Gay Detlefsen and members Elizabeth Futas and Patricia Rom represented ALA at the conference—Detlefsen, as a voting delegate-at-large, appointed by the National Commission on the Observance of International Women's Year; Futas, as an ALA media correspondent; and Rom, as an official observer.

Speaking on behalf of ALA and her committee, Detlefsen urged Houston conference delegates to vote for the education plank in a proposed National Plan of Action for women.

"Librarians are heavily involved with and committed to education. Librarianship is a traditionally female profession. Eighty percent of American librarians are women; school librarians have an even higher percentage of women. Yet 80 percent of those who hold administrative positions in American libraries, including school libraries, are men," she said.

"Passage of this plank will help us in our struggle for equal opportunity for women in librarianship as well as in schools," she continued. "The 35,000 members of the American Library Association join me and my colleagues from their Committee on the Status of Women in Librarianship in asking for your support. Vote 'yes' now for education and for libraries."

Conference delegates ultimately passed the National Plan of Action, which singled out libraries as institutions where women have been denied administrative responsibilities. The plan's arts and humanities plank requires the U.S. President to assure women equal opportunities for appointment to managerial and upper level posts in federally-funded cultural institutions, including libraries.

Rom, Futas, and Detlefsen reported meeting librarians from all over the nation at the conference. They said they were able to increase awareness of librarianship as a service profession and help discourage librarian stereotyping.

Besides hearing the Houston conference report, the Committee on the Status of Women in Librarianship discussed pay disparities between males and females and the need to clarify wording in library job advertisements.

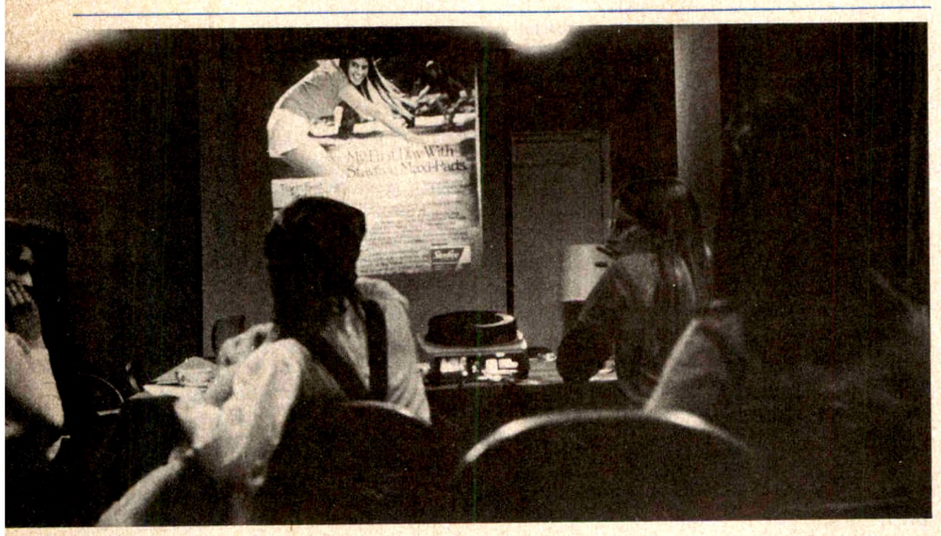
Did your mother come from Ireland?

Recent recruit to the ethnic groups represented within ALA is the Cacus Gaelach Leabharlainne, home away from home for all exiled Gaels, bagpipe-players, and those who have kissed the Blarney Stone. Membership is open to all those of Irish/Scots descent, which seems to include most of Chicago Public Library.

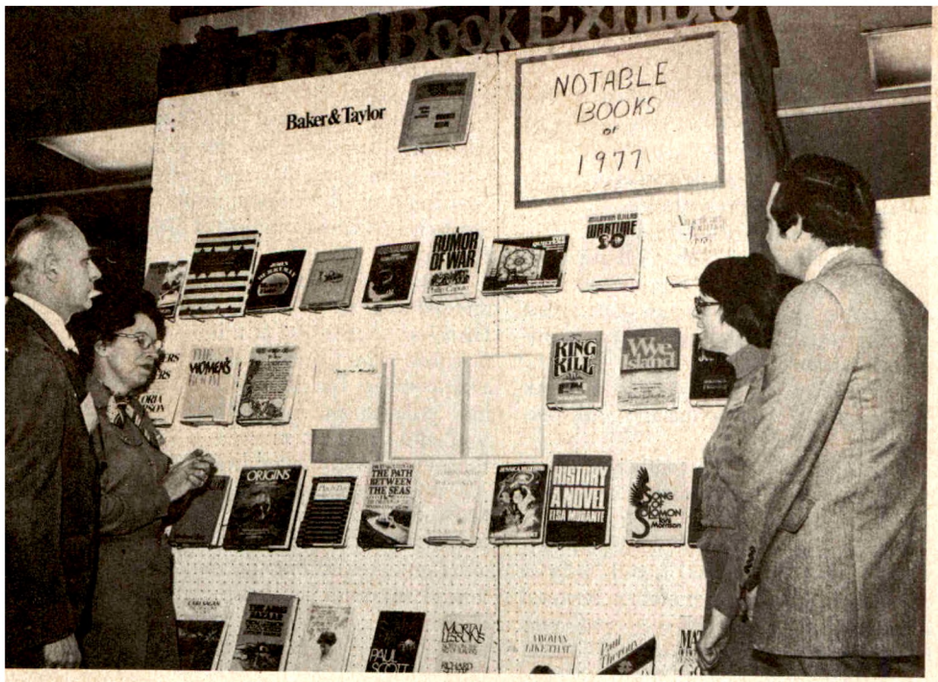
At the caucus' annual Midwinter Meeting, the O'Briens and Murphys mingled with second- and third-generation representatives of the Vanderbarts and Rothackers, while liberal and nostalgic toasts were proposed in both Irish and Scotch to the countries and peoples far across the ocean.

The caucus was pleased to welcome as an honorary member this original inhabitant of the Emerald Isle (even though non-Gaelic speaking).

In addition to the usual educational programs of ethnic library caucuses, the group agreed to promote the consumption of goods of Irish/Scots origin at ALA meetings, thus ameliorating the balance of payments situation in both countries. *—Rosamond Kerr, Belfast-born program assistant, IFLA International Office for Universal Bibliographic Control, London, England.*



Members of the YASD Sexism in Adolescent Literature Committee review slides of sexist advertisements in current magazines. The committee is preparing a slide show for the June ALA annual conference.



Examining the "Notable Books of 1977" are (left to right) Ed Malinowski, Combined Book Exhibit president; Elizabeth Egan, 1977 Notable Books chair; Joan Hoagland, 1978 chair; and Fred Philipp, Baker and Taylor vice-president.

Notable Books

Association for Library Service to Children and Notable Books Council.

Forty-eight children's books and 44 adult books were deemed "notable books" for 1977 at Midwinter.

The Notable Children's Books list, selected annually by an ALSC committee, contains titles for children age 14 and younger. Many of the books were recommended to committee members by school and public librarians nationwide.

Selection criteria included literary quality, originality of text and illustration, clarity and style of language, excellence of illustrations, design, and format, subject matter of interest and value to children, and the likelihood of acceptance by children.

The list includes books selected by the ALSC Newbery-Caldecott Awards Committee as medal winners and honor books. Highlights include Tomie DePaola's *The Quicksand Book*, which contains a legitimate recipe for quicksand and is recommended for young readers; Betsy Byars's *The Pinballs*, a story of children disappointed by their parents; Laurence Pringle's *Death is Natural*, a photograph-filled text explaining how death is part of the life cycle; Hubert Davis's *A January Fog Will Freeze a Hog and Other Weather Folklore*, a compilation of sayings and illustrations about weather; and Jorg Muller's *The Changing City* and *The Changing Countryside*, picture portfolios showing the gradual decay of a city and a country area.

Titles on ALA's 1977 list of notable books for adults were selected for significantly increasing knowledge or providing pleasure to adult readers. Wide general appeal and literary merit were the selection criteria.

The Notable Books Council, which chose the titles, consists of selectors experienced in critical book evaluation and adult reader services.

Highlights of the list include John Ashbery's *Houseboat Days*; Robert Brain's *Kolonialagent*; Elizabeth Drew's *American Journal: the Events of 1976*; Robert Lowell's *Day By Day*; Jessica Mitford's *A Fine Old Conflict*; and Richard Wright's *American Hunger*.

ALA's *Booklist* will publish complete lists of notable books for children and adults in April. Annotated brochures listing the books also will be available early this spring from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611.

Newbery-Caldecott awards

Association for Library Servic... Children.

On Thursday, Jan. 26, the Association for Library Service to Children named the winners of the prestigious Newbery and Caldecott awards for children's books published in the United States during 1977.

Winner of the 1978 Newbery Medal for the most distinguished contribution to literature for children is *Bridge to Terabithia* (Crowell), by Katherine Paterson, who won a 1977 National Book Award for *The Master Puppeteer*.

Peter Spier, a prolific and widely ad-

The winning Caldecott and Newbery books are displayed at a reception for ALSC members honoring the award winners (below), while Spencer Shaw, assoc. professor at the University of Washington library school, chats with Sue Justen, itinerant storyteller for the Seattle public library system. Caldecott winner Peter Spier (bottom) gets warm congratulations from Dorothy Briley of Lippincott and Carolyn Field, former ALSC (CSD) president. Less demonstrative were Spier's children, who remarked, "Oh, gross!"

illustrator, won the Caldecott [illegible] for most distinguished picture book with his *Noah's Ark* (Doubleday).

The 23-member awards committee of ALSC selected four honor books in addition to the winners. NEWBERY: *Ramona and Her Father* (Morrow), by Beverly Cleary, and *Anpao: An American Indian Odyssey* (Lippincott), by Jamake Highwater. CALDECOTT: *Castle* (Houghton Mifflin), by David Macaulay, and *It Could Always Be Worse* (Farrar, Straus & Giroux), by Margaret Zemach.

Originally donated by Frederic G. Melcher, the medals continue to be provided by his son Daniel.

The medals will be presented June 27 at the Newbery-Caldecott Awards Banquet during ALA's Annual Conference in Chicago.

Networking for schools

National Commission on Libraries and Information Science and American Association of School Librarians.

"We have got to start molding the people who make the policies."

This was the consensus of about 80 participants in a Midwinter forum on networking sponsored by NCLIS and AASL. For the last year, an NCLIS task force has been studying the position of school media centers in a national library network.

Stressing the need to convince decision-makers of networking's importance, the forum featured questions ranging from how to share library materials efficiently to why institutions should pool their resources.

"Each type of library makes a unique contribution to a network," said Al Trezza, NCLIS executive director. He noted school libraries should not be afraid to become involved in networks just because they have small collections to share.

"We're not in a network of sharing on an equal basis. Sharing is unequal in its very concept," he explained.

Task force members reported on the rationale, principles, and problems they have identified in developing a paper on school participation in national library networking.

Task force member Dawn Heller said schools must participate in networks to provide "equal opportunity and access to the nation's total resources."

"The task force feels schools can make a vast contribution to national resource programs, both in materials and services," she remarked.

Task force member Peggy Pfeiffer identified five principles essential for school participation in national networking. They include:

- The inalienable right of every individual to participate in networking so his or her needs will be met;
- The right of all libraries to have equal network representation in decision-making and participation;
- The requirement that all network participants have media programs and collections to share so no participant uses the resources of others without contributing something in return;
- The necessity of informing network participants of fees connected with networking;
- The premise that effective communication among network members is essential.

Noting "school participation in networks across this country is still far from common," task force member Bernard Franckowiak cited several problems hindering network development.

He explained that diffused responsibility for library development at the state level inhibits network coordination. Franckowiak also cited psychological factors hindering networking, such as libraries' fear of losing their autonomy.

One forum participant noted that school boards may shun network involvement because it could allow students access to materials board members find objectionable.

AASL's Anna Mary Lowrey suffers heart attack

Anna Mary Lowrey, president-elect of the American Association of School Librarians, suffered a heart attack early in the morning January 22, just hours after attending an AASL Executive Committee dinner in the Palmer House. Lowrey was rushed to Northwestern Memorial Hospital's Wesley Pavilion, where she was reported to be "in intermediate coronary care and doing fine" at *AL* press time.

Lowrey is assistant professor of SUNY/Buffalo's library school, where she teaches a course in school library management and directs an internship program at school media centers in the community. She was associate director of the School Library Manpower Project from 1969 to 1974 at ALA Headquarters.

Notes from the library schools

Association of American Library Schools.

Despite bad weather, a record 392 library educators came to Midwinter early for the annual meeting of the Association of American Library Schools, an affiliate of the (now defunct) ALA Library Education Division.

Following two days of general and specialized sessions, the group met for business on Jan. 23 and endorsed a board-approved position paper, "Standards for the Development of Sixth-Year Programs."

Also meeting during the AALS conference was the Council of Deans and Directors. According to a report by Guy Garrison, the Council is studying possible conflicts between ALA's accreditation policies and procedures and "the academic freedom of schools to design their own programs without inappropriate influences from ALA Council or Membership." The group is concerned about ALA's 1976 racism and sexism awareness resolution and the 1977 resolution on prejudice, stereotyping, and discrimination.

AALS Special Interest Group on Curriculum: "Public Relations in the Library School Curriculum."

"I was afraid we'd get maybe two or three people here," said library PR expert Sue Fontaine, "but you can see what an interest there is in this area."

Some 30 library school deans and educators had come to the session to discuss this relatively new element in the compleat graduate library education.

Just ten years ago, what most educators consider the first full-fledged PR course was offered in an accredited school—a "Community Relations" seminar at U. Michigan. By 1976 about a half dozen schools offered PR-related courses, among them the Peabody and University of Missouri library schools. Representatives of these two spoke at the session.

Ed Miller, dean at Missouri, commented on his good fortune at having both a "seminar" slot for such subjects as PR and the resources of the university's journalism school. For most schools, introducing a brand new "set" course is extremely difficult without either an expanded enrollment or an open slot from a course that has been dropped. A popular alternative has been to offer a PR course in the continuing-education extension mode, evenings or weekends.

Cossette Kies of Peabody described her school's one-credit course in which students are referred to outside sources for basic skills such as how to write a press release. The course itself touches on some of the broader problems of PR, but when the subject is defined too broadly, Kies observed, it can soon encompass every course in the curriculum.

Sometimes PR is taught as a modular

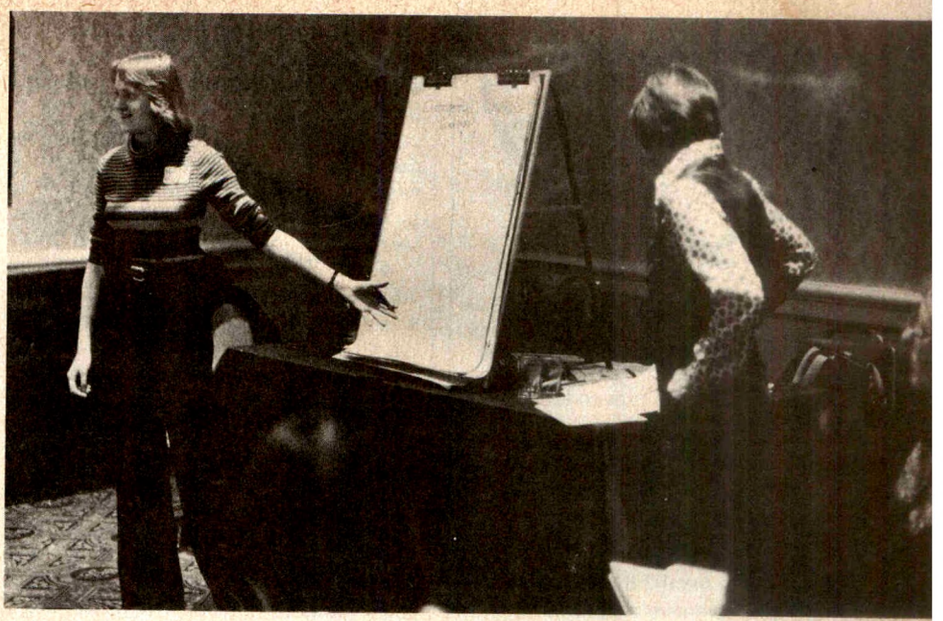
unit in such courses as library communications. In other instances, it is integrated as a unit in public library courses, even—as in one school—in advanced reference.

Some lingering shyness over bringing PR into the curriculum caused Doralyn Hickey to remark, "If we're shifting to a client-centered educational process, we don't have to apologize for units in PR."

The three-day AALS conference concluded opening day of ALA Midwinter, and in its numerous sessions evidenced that library educators at least, despite the demise of LED, are eager to gather for the sharing of information and problems.

In the corridors between sessions, one educator from New York and another from Minnesota noted a worrisome trend in student attitudes:

"They want to learn trade skills—anything that will help them get a job. The 'professional education' focusing on philosophical issues is losing its appeal."



At a Midwinter career workshop, Nancy Deutsch and Luan Gilbert, personal and vocational counselors, instruct members of the SRRT Task Force on Women on how to handle distasteful working conditions. More than 48 Task Force members attended the workshop, which featured materials such as those shown here and discussions on life/work planning, job readiness, assertiveness, communication skill development, and single parenting.

ACRL's Boston conference

Program Committee of the Association of College and Research Libraries 1978 National Conference.

A month before the February deadline, 245 librarians answered the call for contributed papers for ACRL's first national conference to be held in Boston Nov. 8-11.

The most popular topic under the general theme "New Horizons in Academic Librarianship" was services, including bibliographic instruction, with 91 proposals. Runner-up, with 90, was administration and management, Irma Johnson reported. Sixty of the papers will be selected for presentation before some 2,000 members.

Keynote speakers will include Millicent Abell, Richard Boss, Warren Haas, Barbara Markuson, and Joseph Wyatt. Receptions will be hosted by the Boston Public Library and the Boston Museum of Fine Arts.

On Saturday, Nov. 12, tours of the libraries and historic sites in the Boston area may be scheduled, and delegates are invited to visit the International Antiquarian Book Fair free.

New "mind" committee

Association of College and Research Libraries.

The ACRL Education and Behavioral Sciences Section (EBSS) has established an ad hoc psychology/psychiatry committee. EBSS is seeking suggestions for short and long term committee goals and potential programs on psychology and psychiatry. EBSS members working with psychology or psychiatry departments or libraries are urged to identify themselves and send suggestions to Virginia Parr, Library, University of Oregon, Eugene, OR 97403.

Library & bibliographic instruction

Library Instruction Round Table; Association of College and Research Libraries Bibliographic Instruction Section.

The importance of bibliographic instruction today is reflected in the number of committees and other organizations concerned with it at both state and national levels. Among the most significant bodies at the national level are the new Library Instruction Round Table (LIRT) and the new ACRL Bibliographic Instruction Section (BIS).

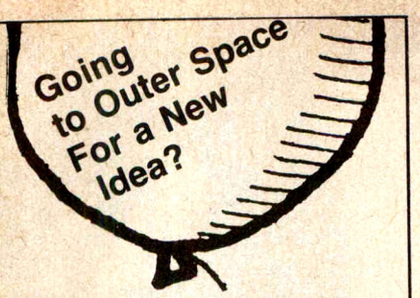
Preliminary membership figures show that LIRT is off to an impressive start. At the tender age of one year, LIRT is the third largest ALA round table with some 230 members drawn from school, public, academic, and special libraries. It provides a forum where general library instructional problems may be articulated and shared.

At its Midwinter meeting LIRT organized into working task forces, among them those concerned with membership, the White House Conference, continuing education programs, and the creation and distribution of a newsletter. LIRT is still seeking librarians to volunteer for task force participation. If interested, contact Linda Dougherty, Clearing Branch, Chicago Public Library, 5643 W. 63rd St., Chicago, IL 60638.

The ACRL Bibliographic Instruction Section focuses on instructional needs of academic librarians. Partly shaped by the now dissolved ACRL Task Force on Bibliographic Instruction, it has five standing committees: Policy and Planning, Research, Cooperation, Continuing Education, and Education for Bibliographic Instruction. In addition, an Executive Committee will be elected in April to replace the present BIS Steering Committee.

Each of the standing BIS committees drew up plans of action during Midwinter and submitted them for approval at an open Steering Committee meeting. In broad outline, these plans are:

- To survey accredited and associated library schools to identify existing modules of bibliographic instruction.



Why not try the **Association for Library Service to Children** instead?—
A new name* for a proven team.
5,000 strong.
children's librarians, media specialists,
children's book editors, authors, illustrators, filmmakers.

People who benefit from **ALSC's**
- ideas for creative programs,
- assistance in fighting censorship and illiteracy,
- contacts with other national organizations serving children,
- evaluations of books, toys, posters, records, films.

Join us and find the ideas and help you need in *Top of the News* and in conference sessions.
Participate with your colleagues in selecting notable children's books, films, recordings . . . and Newbery and Caldecott Medal winners.

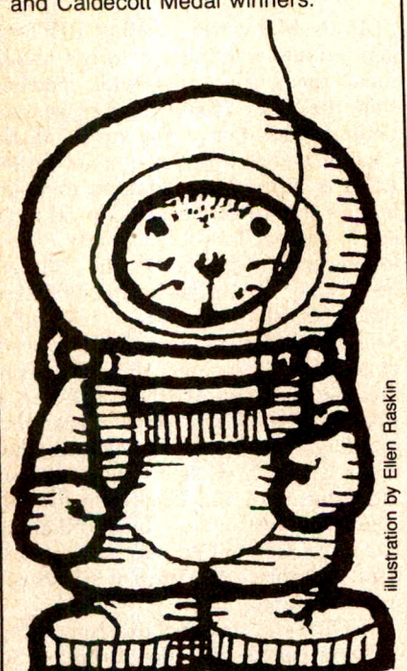


illustration by Ellen Raskin

When you renew your ALA membership this year, join us in ALSC.

* formerly Children's Services Division

- To survey existing instructional clearinghouses to determine scope and direction of operation and to encourage future cooperation.
- To develop a "research agenda" for dissemination and publication which would identify instructional research in progress and encourage needed research.
- To develop a practical program addressing teaching techniques for instructional librarians to be presented at ALA Dallas 1979.
- To develop a comprehensive policy statement which would cover the objectives of library instruction, teaching methods and techniques, cost factors, and library instruction definitions.

During ALA Chicago 1978, BIS will present, in addition to its regular committee meetings, a program on "The Politics of Library Instruction" featuring a panel of university administrators, library administrators, teaching faculty, and instructional librarians. The program is scheduled for the afternoon of June 27.

To coordinate the instructional activities of these and other groups, ALA has a standing committee on Instruction in the Use of Libraries. It is hoped that such coordination will aid in the development of this important and ever-expanding field.

—Melissa Cain, Nancy Allen

New acronym

To better reflect its wide ranging interests and concerns, the Information Science and Automation Division (ISAD) has changed its name to the Library Information and Technology Association (LITA). The divisional membership approved the change, and the board officially adopted it.

Commercial COM catalog users

Catalog Use Committee of the Reference and Adult Services Division.

Libraries which have operational commercial COM catalogs are of special interest to RASD's Catalog Use Committee.

The committee is presenting a workshop on "Commercial COM Catalogs: How to Choose, When to Buy" on Saturday, June 24, at the ALA Annual Conference in Chicago. The Resources and Technical Services Division Cataloging and Classification Section is cosponsor.

Those libraries which have implemented, and are now using, commercial COM catalogs are urged to immediately contact Louise Kreger, RASD Catalog Use Committee, Westport Public Library, Westport, CT 06880.

Call for documents

Interlibrary Loan Committee, Reference and Adult Services Division.

At a joint meeting of RASD's ILL Committee and Interlibrary Loan Discussion Group, resource panelists Elaine Albright, Alice Wilcox, and Becky Kroll fielded comments, concerns and criticism aroused by copyright law.

At a business meeting, the committee determined to request library documents on ILL in general and photocopy requests in particular prepared as a result of the law. Depending on response, the committee may develop a packet of materials for the use of interlibrary loan librarians.

Copies of the documents should be mailed to each of the committee co-chairs: Nancy Marshall, 464 Memorial Library, 728 State St., Madison, WI 53706 and Ronald Naylor, Office of the Director of Libraries, University of Maryland, College Park, MD 20742.

Committee members also discussed plans for their Conference program, to be held Sunday June 25 in cooperation with ALA's Legislation Committee and RTSD's Reproduction of Library Materials Section.

Professional development grants

Junior Members Round Table.

Four JMRT members have been awarded free trips to ALA's annual convention this summer. All are recipients of the 3M Company/JMRT professional development grant, intended "to encourage professional development and participation by new librarians in the activities of the American Library Association and its Junior Members Round Table."

The recipients are Melvin Keith Burton, children's librarian at Natrona County Public Library in Casper, Wyo.; Celia Delano Moore, serials/public service librarian at St. John's University's Alcuin Library in Collegeville, Minn.; Christy Tyson, young adult librarian at Arizona's Mesa Public Library; and Larry Dean Weitkemper, outreach specialist at Daniel Boone Regional Library in Columbia, Mo.

Winners were selected based on educational background, work experience, honors, national, state, and local association activities, and financial need. Twenty-three JMRT members have received professional development grants in the last four years.

Allies. In a set-up rarely seen at library trade shows, one vendor promoted others. Information Design, Inc., makers of the ROM3COM terminal, provided space in its booth for brochures describing COM catalog software products of other firms.

The Future is Now (for Library Automation Vendors)

Information technology considered futuristic only a few years ago has come of age in the library field, as even the most tunnel-visioned Midwinterite could plainly see.

No aisle of the sold-out Midwinter exhibits area could be traversed without an encounter of the terminal kind—CRT online to a data base; COM via ROM; "Public Access" terminals with finger-touch call-up—all the latest goodies.

That librarians are getting the message was evidenced by the gospel-meeting atmosphere of an automation discussion group described elsewhere in this report. There, one librarian after another sang of the conversion to computer-based data systems.

But how is the public to get the message, as indeed it must if it is to support the technological revolution in libraries?

Brodart slide show

Taking the initiative in a project beneficial in the long run to both libraries and itself, Brodart, Inc., has come up with a slide presentation now available free to White House preconferences. Called "The Future Is Now; The Promise of Library Technology," the 13-minute show is designed to convince the public that it, too, will benefit from advanced library technology. It is the first part of a PR package Brodart is offering to WHCLIS preconference planners and ultimately to other groups addressing taxpayers. The package also offers a publication, consultants, and speakers designed to fit the needs of a preconference.

The presentation, tried out last fall at the Pennsylvania WHCLIS preconference, was shown to press and others at Midwinter. It struck this writer as a polished and colorful overview of the best of technological promise in libraries. It avoids many, if not all, snags of internecine library automation politics and will be further refined before NCLIS—which is interested—gets behind it officially.

Brodart's PR agency has further information. Write Peter Coley, Tyson & Partners, 399 Market St., Philadelphia, PA 19106. Phone (215) 925-7950.

Vendor alliances

Brodart's program is one instance of new levels of partnership developing between libraries and their vendors. Even the vendors are cooperating somewhat within a general framework of intense competition. In the Midwinter exhibits area, for example, Information Design set up a "COM Catalog Information Center" stocked with brochures from many software vendors dealing with computer-output microform. "We couldn't keep it stocked fast enough," reported one ID representative.

Another interesting development is the firm that offers its own automation services but also brokers for others. Library Interface Systems, Inc., Wayzata, Minn., is one such enterprise—a young and aggressive firm headed by executives who have moved successfully through several other companies in the library automation industry (another trend). LISI custom-converts libraries to COM and other automated systems. It has a new associated company, Super Key, which has trained a corps of keyboarders in Haiti to convert bibliographic files into machine-readable format.

The lines dividing the "commercial

The human touch. One of the hottest exhibits at Midwinter was CLSI's new Browsing Terminal, the display device of its Public Access Catalog. With a few touches of finger to screen, patrons can call up the bibliographic description, location, and circulation status of any title in the library's collection.

sector" from the rest of librarianship have practically vanished. One vendor put it this way: "We're all in the information business; the only difference is that commercial firms work on a cash-flow basis and libraries are budgeted."

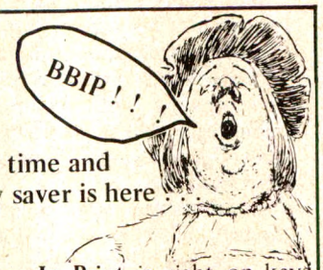
The future revisited

There may be more differences than vendors admit, but *American Libraries* will put them aside in two forthcoming issues in order to freely explore the new technology and the library/information industrial complex. The April issue will study automated circulation and library security systems, and the June conference issue will investigate, for the first time in any depth, various aspects of the multi-million dollar trade shows for librarians. —*A.P.*

Freezing the catalog

Catalog Use Committee, RASD

A crowd of some 500 attended hearings held by the Library of Congress Processing Department Jan. 24 on the topic of the "freezing" of the Library of Congress card catalog. (LC appears to prefer the term "freezing" to "closing," though to this outside eye the distinction being drawn is not easy to discern.)



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Opening the hearings, Lucia Rather described the planning that has been and is taking place at LC and the various options and problems that present themselves. Rather made LC's overall position very clear: that the card catalog will be closed on January 2, 1980, whether or not the automated system to replace it is entirely ready. In addition, LC will replace its present multicode descriptive cataloging practices by an exclusive and scrupulous adherence to the second edition of AACR. It will also give 19th edition Dewey numbers from that date. Rather estimated that the automated system will not be fully operational by January 2, 1980, which would make "add-on" (i.e., supplementary) card files necessary. She pointed out that a particular problem resides in the treatment of nonroman alphabet materials and sketched various options ranging from the provision of abbreviated romanized records to full romanization of all records.

Ben Tucker then dealt with the future of descriptive cataloging at LC. He announced that existing MARC records would not be changed insofar as bibliographic description and choice of main entry are concerned, but that forms of existing headings would be revised to make them conform to AACR II. An alarming figure of 49 percent was produced as the proportion of headings needing change. This figure was adduced from a small sample and includes a very high proportion of changes in the fullness of personal name headings. A larger and more analytical test will have to be done in the future to enable the real impact of the new rules to be understood. Tucker also discussed the automated authority files of the future and disclosed that LC will make AACR II headings widely available in its authority records six months or so before January 1980.

Mary K. Pietris, speaking on LC subject headings, dealt with LC's examination of PRECIS as an alternative to LC subject headings and with the plans for improving the terminology in LCSH. LC's conclusion on PRECIS is that it is prohibitively expensive and that there is small demand for it in the U.S. library community.

Though PRECIS is undoubtedly expensive, this reporter did not find the tests carried out by LC either persuasive or conclusive. Such a developed system requires more prolonged and serious consideration. Even the application of its excellent reference structure and its systematic vocabulary control alone would immeasurably improve LCSH.

Pietris also asked for interested persons and groups to submit desired changes to LCSH to the Subject Cataloging Division.

Dorothy Glasby discussed the impact of the "freezing" of the catalog on serials, ominously remarking, "serials are different," though not disclosing any plans for treating serials in a massively divergent manner.

Rather closed the presentations by discussing possible changes in shelflisting, and methods for the linking of the old card catalog and the new automated catalog. The possibilities for shelflisting include retaining the present system with the addition of another character to "new" call numbers, assigning numbers based on dates rather than main entries, and assigning "idiot" sequential numbers.

All methods of linking the two catalogs seemed either inadequate or expensive or both.

Questions from the floor showed a wide range of general and specific concerns, but also an acceptance of the inevitability of massive change. LC has performed a useful service in opening the dialogue on this important matter. There seemed to be a general willingness on LC's part to cooperate with the library community at large, and for the library community to accept LC's good faith. The consequences of the change are not yet all known, but the study of them has begun. —*Michael Gorman*

Reference in the computer age

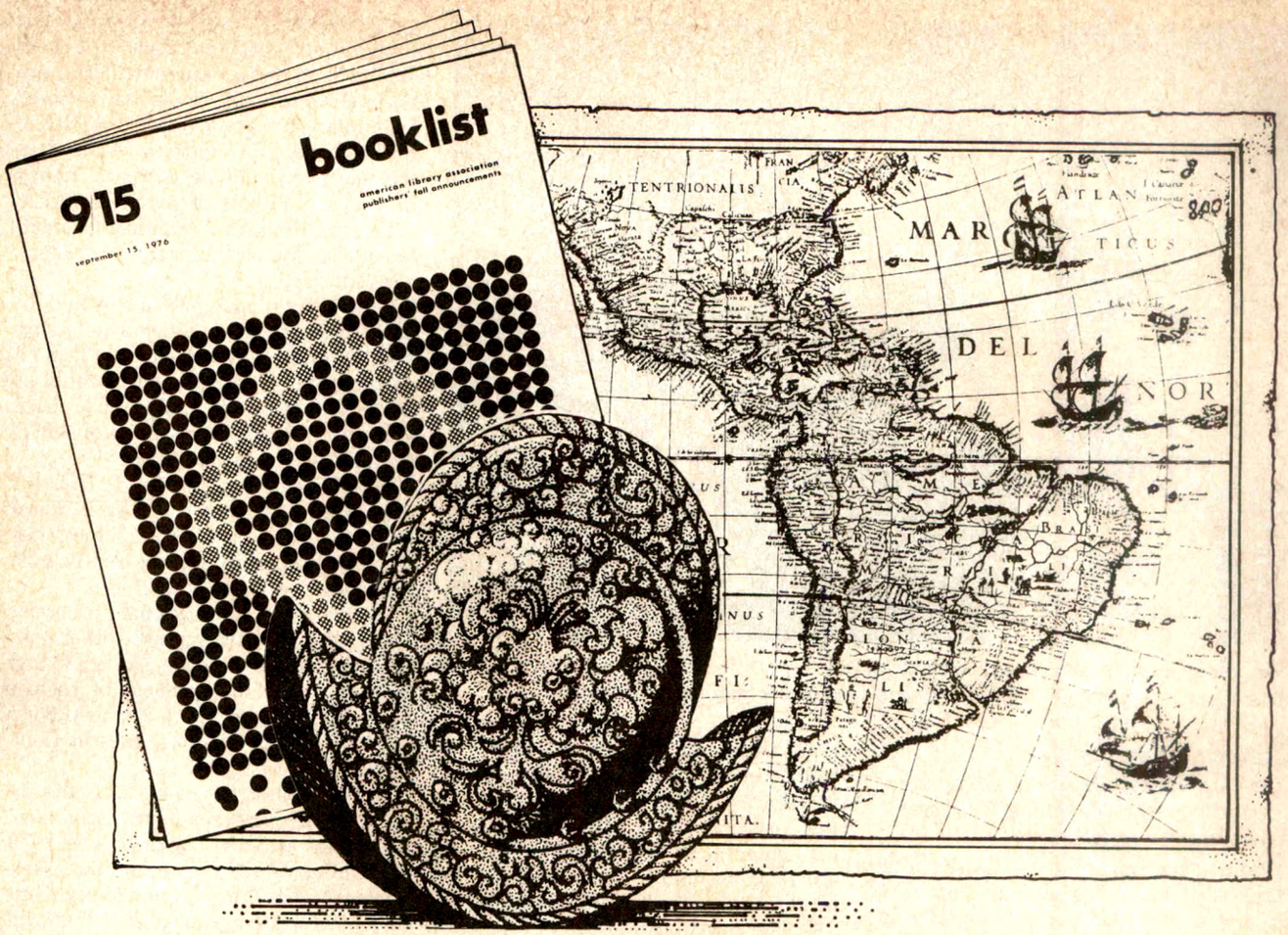
Machine-Assisted Reference Section of the Reference and Adult Services Division.

The lively new RASD section called MARS represents the interests of those planning, managing, teaching, or conducting computer-based reference services, according to the draft bylaws discussed at its Organizing Committee meeting Sunday morning.

Objectives of the group chaired by SUNY/Albany's Sally Knapp are to share experiences and information and be a forum for discussion between librarians and vendors.

Sharing information kept enthusiastic MARS members in the Chicago Room at the Palmer House long after the meeting ended at noon. "The field is changing so rapidly we have to learn as much as we can from each other," one member told *AL*.

The group agreed to explore methods of financing services "seeking especially those compatible with ALA policy but also including various schedules and their effects." It will also examine components of costs, promote cost-saving techniques, and encourage vendors and producers to lower their charges.



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Listings of recent *Paperback Reprints* also appear in the adult and children's sections of this issue.

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The other face of technology. Packed elevators were the rule during Midwinter; in this case passengers are in for a jerky ride since every floor button light is lit.

Catalog code revision

Catalog Code Revision Committee, Resources and Technical Services Division.

Only one meeting of CCRC was scheduled for this Midwinter, on Sunday, Jan. 22. Chairperson John Byrum forecast a fall 1978 publication date for the *Anglo-American Cataloging Rules*, 2nd edition, and outlined the future work of the committee towards implementation of *ACCR 2*. Ben Tucker of the Library of Congress, which along with the other three major Anglo-American national libraries (National Library of Canada, National Library of Australia, and the British Library) has confirmed the introduction of *AACR 2* in 1980, described two of the consequences of the changeover within LC and their inevitable ramifications in bibliographic services throughout the US: the freezing of the LC catalogs in 1980 and the need to standardize the use of AACR options to ensure uniformity of practice within libraries using LC data. Tucker assured delegates present of LC's awareness of the effect of these measures on users and stressed its attempts to both identify the issues and make appropriate recommendations.

As CCRC moves to its new role as watchdog and supervisor and coordinator of training and instruction in the use of *AACR 2*, the relics of its past need to be disposed of in an appropriate manner. Byrum proposed that CCRC archives should be treated similarly to Joint Steering Committee (JSC) archives, which were to be deposited with ALA. However, only published documents were to constitute JSC archives; preferences of CCRC members ranged from preservation of the entire files of the committee's work, with some future researcher inevitably having to weed, to the committee itself sorting through the files. The question was complicated by the absence of an RTSD executive secretary, following the recent resignation of Carol Kelm. Byrum paid special tribute to Kelm during the meeting.

Two members of the committee volunteered to do a preliminary sort through the documentation and report to the committee at a later stage, possibly taking into account the views of a new secretary.

Committee member Doralyn Hickey presented her proposal for the development of an instructional package to facilitate the adoption of *ACCR 2* and provide authoritative guidance on its use. The proposal outlines these steps:

1. Development of a package of instructional materials for use with the introductory program and for utilization in subsequent library education programs. The package would feature videotapes concerning the history of *AACR 2*, its major provisions, the effects of its use, and consideration of its future; and graphic presentations (slide-tape programs and/or sound filmstrips) to illustrate the effects of the use of *ACCR 2* in certain special and general cataloging situations. Special interest groups (music, government documents, etc.) might also be expected to develop packages devoted to their own needs. The supervisory agency for such a program would need to be determined, and appropriate personnel would be recruited from interested groups within RTSD. If an international program proved feasible, the package could be prepared jointly by the five authors of *AACR 2* (ALA, Library of Congress, Canadian Committee on Cataloguing, Library Association, and British Library).

The instructional package would be used to supplement national (and possible international) seminars/workshops on the use of *AACR 2* which would be held on a regional and special basis under the overall coordination of RTSD Council of Regional Groups.

The committee accepted Hickey's document, and later the RTSD Board approved creation of a committee to assume responsibility for the multimedia package.

As for an international program, Hickey felt that although the other non-U.S. authors of the code had expressed interest in the development of such a program, it would be up to the U.S. to take the initiative if anything was to be achieved.

Speed was of the essence, as the instructional packages and seminars/workshops are envisioned for late 1978 and through 1979 to precede the adoption of *AACR 2* by the previously mentioned national agencies. Funding will be sought from a publishing agency to develop the instructional package. The first seminar/workshop might possibly utilize the resources of the Paul S. Dunkin Memorial Fund; thereafter regional workshops would be self-supporting.

It was suggested that a users' manual should also be prepared to be used in conjunction with the seminars, but the committee hoped that instructional guides in preparation through other sources and by individuals other than CCRC members might be used, subject to CCRC approval.

Footnote: For the first time in its history, a CCRC meeting closed early!

—Rosamond Kerr

International cataloging policies

International Cataloging Consultation Committee, Resources and Technical Services Division.

The International Cataloging Consultation Committee (ICCC), established by RTSD to study procedures involved in the development of international cataloging policies by international organizations, met twice during Midwinter under the chairpersonship of John Byrum. The other members of the committee are Michael Fitzgerald and

Michael Malinconico; Doralyn Hickey, secretary of the IFLA Section on Cataloging and chairperson, IFLA Division of Bibliographic Control, is resource person and informal consultant to the committee.

There were two items on the agenda requiring action for presentation of recommendations to the RTSD Board: a) international relations policy statement, and b) structure for catalog code revision.

International relations policy statement. All ALA units are being polled for reactions to a questionnaire on a proposed international relations policy statement circulated by IRC. One important item of concern to the committee is the organization and structure of working groups set up to draft bibliographic standards. The committee feels that U.S. representatives on such working groups should be official ALA representatives and therefore bound to consult with colleagues and disseminate working documents. In this way ALA could be (and should be) involved in the drafting and promulgation of international standards prepared by both IFLA and ISO.

It was felt also that a mechanism should also be established for mutual consultation between Library of Congress and ALA, as LC tended to have the necessary resources to send representatives abroad to participate in international meetings and working groups. Informal consultations take place, but some more formal machinery for reporting back would be beneficial.

The ICCC also discussed qualities necessary to participate in international work. Malinconico prepared a profile stressing relevant experience and expertise as well as ability to work well in a multilingual context. It was decided that a list of suitable candidates for appointment to working groups should be compiled.

Structure for catalog code revision. Following the completion of the Catalog Code Revision Committee (CCRC)'s work and the proposed agreement perpetuating the Joint Steering Committee for the Revision of *AACR*, ALA will have to consider the future structure of code revision and the appropriate channeling of input to JSC. Doralyn Hickey, at the request of the ICCC, had prepared a working paper on alternative structures for continuing code revision. After some consideration it was agreed that there were really only two viable alternatives: establishment of a committee at divisional level, or at sectional level, with either committee inviting representation from other ALA and non-ALA groups. Advantages for both levels were advanced. For establishment at divisional level: 1) recognition of total involvement of the division, enabling both the Cataloging and Classification Section and the Serials Section to participate; 2) support of the divisional secretariat; 3) one less layer of reporting; 4) clear visibility to ALA and outside bodies where responsibility for code revision lies; 5) ability to recruit more widely for membership of committee.

For establishment at sectional level, i.e., under the auspices of the Descriptive Cataloging Committee: 1) placement of responsibility within section most immediately concerned with bibliographic description and entry; 2) clear visibility to outsiders where code revision responsibility lies; 3) code revision has traditionally been the responsibility of DCC.

However, it was agreed that if the committee was established at sectional level, the function statement of DCC would have to be extended to allow for the participation of other groups from within and without ALA.

The final decision was left to the RTSD Board, which, however, at its second meeting allowed the proposals to be tabled pending dissemination to and discussion with RTSD members and other interested groups and individuals.

The ICCC also discussed the appointment of a representative to JSC and proposed that no appointment should be made until the question of responsibility for code revision had been resolved. It was proposed that any such representative should be selected according to the profile for international working group members. *—Rosamond Kerr*

Harold Wigren, consultant for the ALA satellite teleconference program on copyright, goes over planning details with the site coordinators. (See "Page One" story.)

National network

Network Technical Architecture Group.

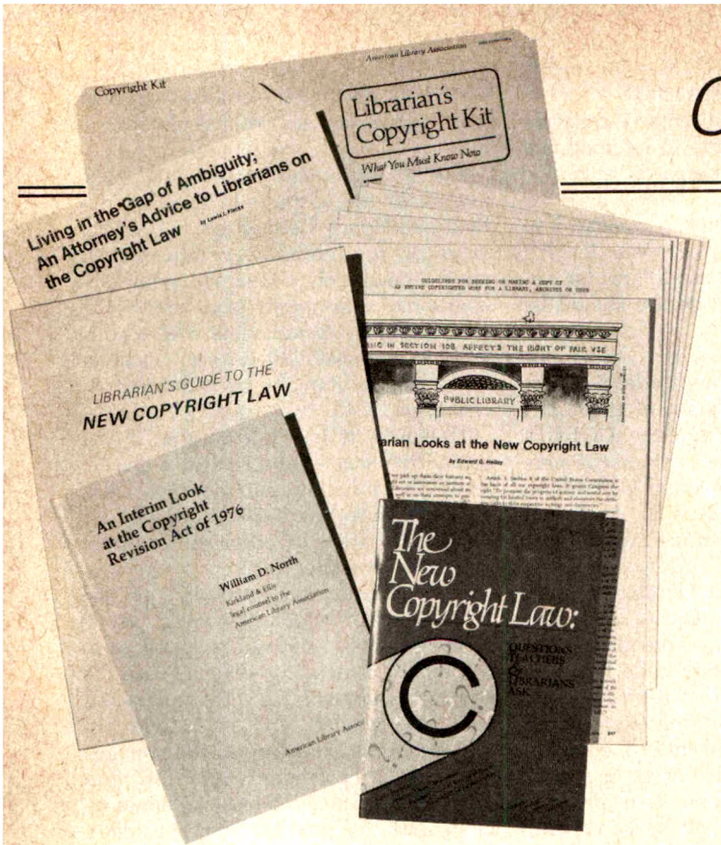
Five speakers at this Midwinter meeting reported on several new links to the chain of events leading toward a national bibliographic network.

Henriette Avram of LC sketched the background and current work of NTAG, an advisory committee to LC concerned with the technical design of a network architecture for the interconnection of bibliographic utilities.

Describing the standard protocol that has been developed to allow computers to talk to one another on an applications level, William Mathews of NCLIS pointed out that the protocol has not yet been officially sanctioned and details of implementation remain to be worked out in test cases. And still needed is a standard protocol for the data portion of bibliographic information. But this newly developed protocol is an important step in the eventual two-way communication between bibliographic utilities.

John Knapp of Research Libraries Group reported on the extension of access to LC bibliographic files to four utilities. The four are Washington Li-

Copyright Guidance



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brary Network, University of Chicago, Northwestern University, and Pennsylvania State University. This hook-up uses LC protocol and permits only one-way communication from the utilities to LC. But the program is valuable as a step in cooperative bibliographic development and testing network capabilities. The national network envisioned by planners is a two-way system with all parts being able to talk with any other part.

Larry Learn of OCLC and Thomas Murphy of SEI Computer Services explained some of the current technical approaches being taken to form a national network and outlined the probable course of events over the next several years that should result in a national bibliographic network.

The successful formation of such a network depends on finding appropriate solutions to the technical and economic questions encountered along the way.

OCLC Users Discussion Group

The temperature in the small meeting room must have reached 90, but some 100 users of the OCLC, Inc., online catalog kept their cool—unlike two years earlier, when the discussion group first assembled and tempers boiled over. At that time, OCLC participants were angry about response time, poor communications with OCLC management, and their powerlessness to shape the day-to-day decisions and destiny of the supposedly cooperative data base.

Times have changed. On Monday, Jan. 23, several of the same group members were on hand; but OCLC has become a "democratized" corporation shaped by participants from all areas (*AL*, Jan., p. 4); response time is down to a figure that has squelched complaints; representatives of OCLC, Inc.'s User Services had come to the meeting to answer questions and gather feedback; and the overall tone of the discussion was practical, not hostile.

The group, now organized under RTSD, is still undecided about its future structure, affiliation, and makeup. Its members presently come from small, medium, and large libraries and networks—about 25 percent from each. The large-library users may form their own group.

Happy with the ALA umbrella for the time being, however, the group soon put aside structural matters and turned to practical discussion:

When can we expect the promised serials check-in, interlibrary loan, and other systems?

They're coming, assured Mary Ellen Jacob of User Services, but the date can't be set yet.

Which are the foreign languages most likely to be added to the capacity of future OCLC terminals?

Arabic, Hebrew, Cyrillic, and Greek.

Has anyone used the terminals for input into another computer?

Yes, someone had, but Jacob charged it was an abuse of the cooperative system.

Discussion ranged from the heavy use of data printers as an alternative to extra terminals, to the maximum length of cables connecting to terminals (OCLC guarantees service for no more than 25 feet—and advises: keep cable away from elevators).

About half the group indicated it would like to see the system up on Sundays.

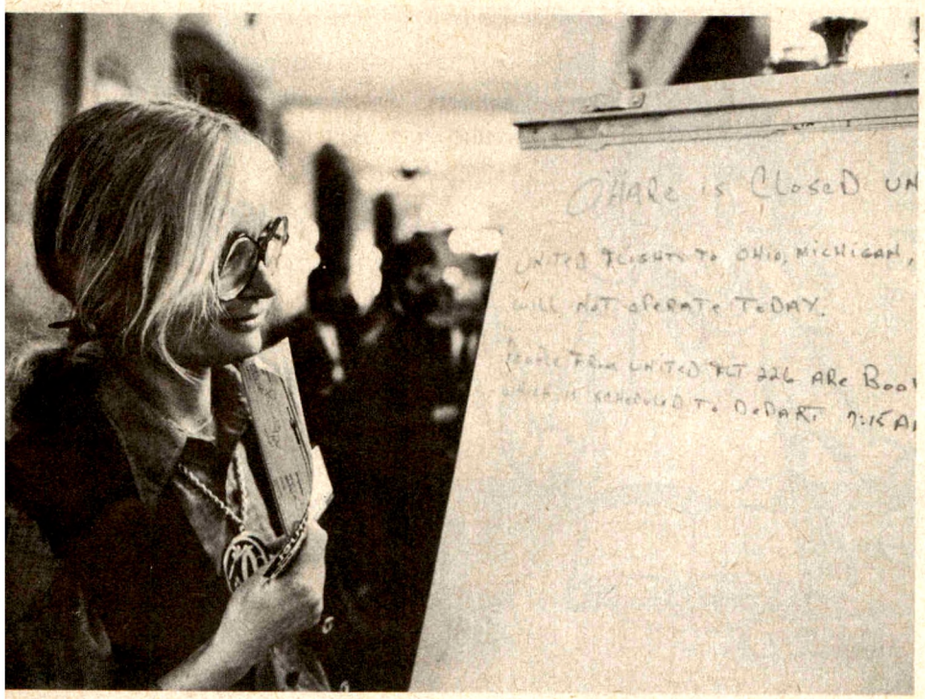
The "reluctant" chair at present is Dan Lester, University of New Mexico Libraries, Albuquerque, NM 87131.

Dan Lester

More vendor users' groups

Other users' groups centered around BALLOTS and CLSI. BALLOTS personnel and users discussed newly issued standards of cataloging, which in part are an attempt to maintain a high quality data base. Pointing out that charges to users do not meet expenses, BALLOTS personnel explained that a 25-percent surcharge to noneducational users was due to fair-practice policies of Stanford University (BALLOTS's base) and other agencies. Also discussed were future developments, which included a network file design to help stay abreast of the growing size of the data base and the size of users and a project to improve the stability of network communications.

CLSI users bounced questions and complaints off representatives of the company, who said the service field staff has been expanded and inventory levels increased. The company also said it was initiating regularly scheduled preventative maintenance. Users also heard



One up on the weather. The Midwinter Meeting closed, and so did O'Hare airport—for only the third time in its history. A blizzard pounded Chicago on the last full day of the conference, dumping over 12 inches of snow on the city. Norma Richey of New Mexico had a slightly better chance than plane travelers of getting home: she was going by Amtrak.

about several new products and the capabilities of the next generation of CLSI systems.

Automation

ISAD Library Automation Discussion Group*

What do they discuss these days at an Automation Discussion Group? California, mostly.

Why California? Aren't libraries automating elsewhere?

"Sure," said one Californian planning a nine-campus library link-up for the University of California, "but thanks to a relatively sound economy and a surplus in the treasury, California hopes for a little more money."

The University also has a completed master plan for automation, which gives California automation talk a more solid claim on reality.

But the money factor is significant; a week before Midwinter, Governor Brown submitted a budget including $4.5 million more for the University libraries, $1.5 million of which is for automation.

State money is also funding such projects as a Spanish and English online catalog Alameda County Library is putting together to bring several collections within easy access of bilingual or Spanish-only patrons.

The 100-plus participants in the Sunday ISAD session heard energetic presentations on that project and on activities of the California State University and Colleges, UC system planners, UC/Berkeley Library, California's CLASS cooperative automation agency, and the California-based BALLOTS online database service.

Although California's embarrassment of automation riches at times seems to be in non-interchangeable currencies, such system planners as Berkeley's Sue Martin have faith that many of the programs will merge into a cohesive whole. Sloane Foundation money, for example, already sponsors cooperation activities between Berkeley and Stanford, including a merged list of serials. Steve Salmon, who heads the overall UC system planning, is looking toward an online catalog with locations, making the system's 16 million volumes accessible to every university student through as many as 1,600 terminals throughout the nine campuses.

In fairness, it must be said that other areas of the country were heard from, as was the University of Toronto, pioneer in the COM-conversion movement among large academic systems.

Columbus/Franklin County (Ohio) described the COM conversion of 300,000 titles using the OCLC base; it took 2½ months and was done on a half-million-dollar grant from the state.

Houston reported no trouble whatsoever in converting to COM; it is now moving toward a supporting circulation system.

AMIGOS tested patron preferences between microfiche and microfilm on a small COM union list of Texana. Preliminary results: most preferred microfilm.

CLASS is also heavily committed to conversion projects; in fact, there was so much talk of conversion, the ISAD discussion began to sound like a gospel meeting. But of course it was only a manifestation of the library automation world's major activity at present—and one, judging from this meeting alone, that has brought the commercial sector completely, indispensably, into the library information guild. Several firms were represented at the session, or mentioned, or were contributors to the new and increasingly specialized language of automation discussion. □

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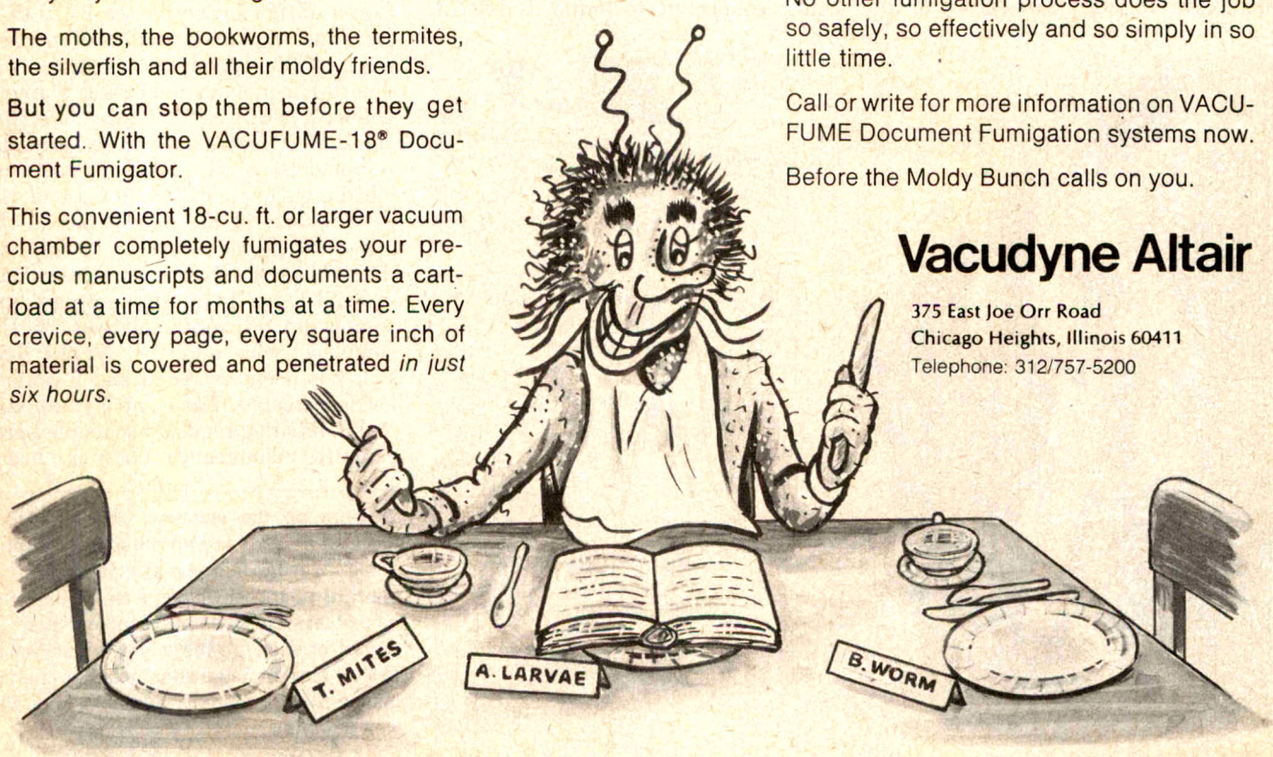

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To find out how the new Model 1250 can help you cut losses and increase patron convenience in your library, call us at 1-617-944-2224. Or write: 3M Library Systems, 3M Center, Bldg. 220-9E, St. Paul, MN 55101.

The new Tattle Tape Model 1250 Book Detection System for smaller libraries. It's an idea that is long overdue.

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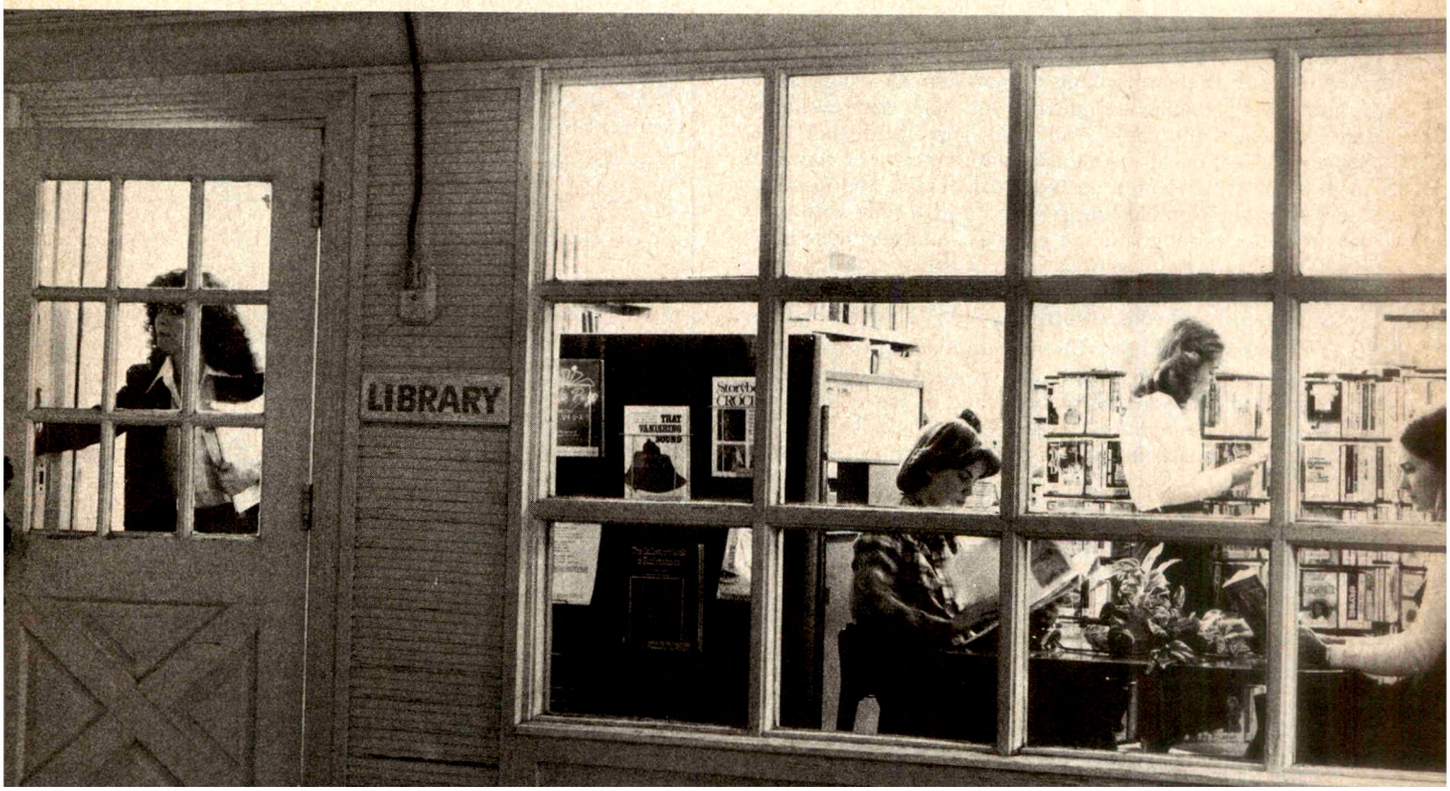

ALA GENERAL NEWS

Don't keep it to yourself!

Tell us who should run for ALA office!

The forum is open for ideas.

ALA nominations don't have to be determined by a chosen few. There's a group of upfront men and women serving on the 1978–79 ALA Nominating Committee, and they couldn't be more willing to consider your suggestions in identifying qualified candidates for ALA vice-president/president-elect and for Council. To help insure that a diverse cross-section of individuals representative of the ALA membership is presented on next year's ballot, the Committee is using the Nominee Suggestion Form at right with areas for the optional designation of sex, race, and telephone number. The form calls for various kinds of background information that would enable the Committee to evaluate areas of special interest and competence.

The successful candidate for vice-president/president-elect would serve in the 1979–80 term, and the councilors would be elected to four-year terms beginning at the close of the 1979 Annual Conference. Suggestions should be sent by April 1, 1978, to any member of the Nominating Committee as listed below:

- Milbrey L. Jones, Education Specialist, U.S. Office of Education, 400 Maryland Avenue, S.W., R.O.B. 3125, Washington, DC 20202.
- Rosemary Henderson Keller, Director of Library Services, Coffeyville Community Junior College, Coffeyville, KS 67337.
- Lora Landers, Deputy Director, Hennepin County Library, 7001 York Avenue South, Edina, MN 55435.
- Spencer G. Shaw, University of Washington, School of Librarianship FM-30, Seattle, WA 98195.
- Robert B. Lane, (*Chair*) Director, Air University Library, Maxwell AFB, AL 36112.

NOMINEE SUGGESTION FORM

(Use this form, or a similar format, to submit your suggestions for potential ALA officers. Return by April 1, 1978, to any of the 1978–79 Nominating Committee members whose names and addresses are listed in the accompanying notice.)

DATE:_____

SUBMITTED BY: Name_____

Address_____

I SUGGEST THE FOLLOWING NOMINEE FOR:

☐ ALA Vice-President/President-Elect

☐ ALA Councilor at Large

NAME:_____

PRESENT POSITION:_____

ADDRESS (incl. zip):_____

(Optional) SEX:_____ RACE:_____

BUS. PHONE: (_____)_____

To assist the committee in its considerations, kindly provide as much of the following information as possible.

NOMINEE'S ALA PARTICIPATION FROM 1973 to DATE (Indicate offices, memberships and/or principal activities):

_____

_____

_____

_____

NOMINEE'S PARTICIPATION IN STATE, REGIONAL AND OTHER ASSOCIATIONS, FROM 1973 TO DATE (Indicate offices, memberships and/or principal activities):

_____

_____

_____

_____

OTHER SUBSTANTIVE INFORMATION:

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* *

FOR COMMITTEE USE:

Region:_____ Type of Library:_____

_____

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, authors the notes in this column. Opinions expressed are his own.

The Brighter Side of Libraryland

Looking for new ways of brightening library services? Want to try some new programs? Eager for a change in operations, organization, or management?

One hundred fifty-six ideas for novel or non-traditional approaches to library services appear in Dale E. Shaffer's *A Handbook of Library Ideas: 150 Innovative Practices for the Creative Librarian*. The author, a library consultant, has presented these bits of "food for thought" in the form of short paragraphs. They are designed not to give full details for implementing new ideas, but rather to trigger creative actions and thoughts about new library services.

A comic-book exchange, a flower-slide library, a microfragrance catalog, and an audiovisual presentation of book reviews are among ideas listed. Twelve "Basic Characteristics of the Creative Librarian" and a keyword table of contents introduce the booklet. 33 pages, available from the author for $3.50 per copy at 437 Jennings Ave., Salem, OH 44460, ISBN 0-915060-12-4.

Bookfinder Serves Youth

Finding good books to meet the needs and soothe the growing pains of young readers is easier with *The Bookfinder: a Guide to Children's Literature about the Needs and Problems of Youth*, by Sharon Spredemann Dreyer. The horizontally split page format features the subject index above and entries below. Readers can find a topic and leave the page of the index open, then turn the lower pages to read annotations of the books cited under the subject.

Under 450 topic headings, this new reference tool describes and categorizes 1,031 current books for children and young adolescents. Stories treating issues such as drugs, friendship, learning disabilities, family, prejudice, and sex are easily accessible through the index, and cross references tie together related headings. Each summary includes bibliographic and reading interest level information, a brief synopsis, and a commentary on the book's content or use. Entries also note whether the book is available in braille, large-print, or non-book formats.

An introduction to bibliotherapy, book selection tools and techniques, professional readings, and a directory of publishers complete the volume. Available at $25, plus 8 percent shipping and handling, from American Guidance Service, Inc., Publisher's Building, Circle Pines, MN 55014 (0-913476-45-5).

Alice Bissell

Deirdre Boyle

Growing with Media

American Libraries columnist Deirdre Boyle is editor of *Expanding Media*, a selection of 45 articles from library literature. The publication answers some philosophical and practical questions librarians face working with nonprint media. ISBN 0-912700-03-3, LC 77-23335, available for $13.25 from Oryx Press, 3930 Camelback Rd., Phoenix, AZ 85018.

(Cont. on p. 172)

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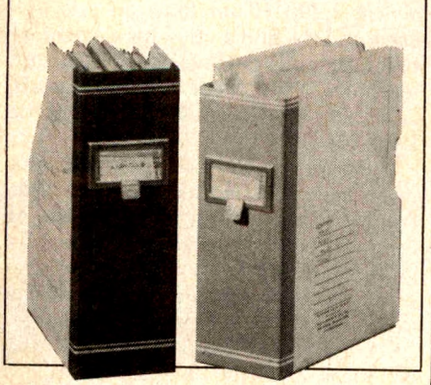

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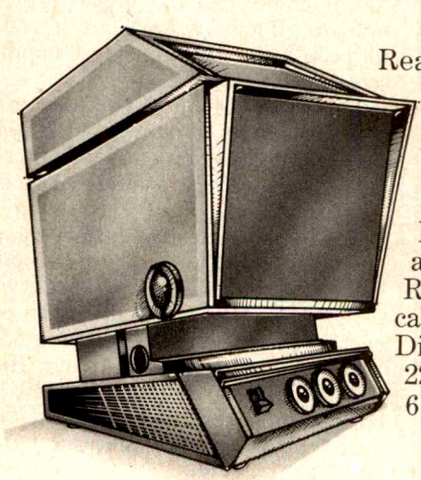

The new 3M Brand 500L Reader Printer features 11 interchangeable magnification lenses, full image rotation, manual and motorized film drives, and brightness adjustment. It makes dry, low cost prints at the touch of a button. Read more about it. Write or call: 3M Microfilm Products Division, 3M Center, Building 220-9E, St. Paul, Minnesota 55101 612-733-0122

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¿Qué Pasa?

A Fiesta of Latino Experience

Current English, Spanish and bilingual materials on all aspects of the Latino experience. An annotated guide to print and nonprint materials by Daniel F. Duran.

Latino Materials

A Multi-Media Guide for Children and Young Adults

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Patricia Tarin
Chicano Resources Center, (Former Director), Los Angeles County Library

Featuring

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- Grade level breakdowns, and divisions according to media.
- Professional resource listings.
- List and descriptions of distributors, publishers, and resource centers for Latino materials.

A joint publication of ABC-Clio, Inc., and Neal-Schuman Publishers. June, 1978. 225 pages. Index. CIP. Hardcover $14.95

Selection Guide Series

Latino Materials is the first title in the new Selection Guide Series, Patricia Glass Schuman, Series Editor. Forthcoming titles, comparably priced, will cover Careers, Energy, the Environment, and Sex and Sexuality.

Ethnic studies information, write:
American Bibliographical Center — Clio Press
Riviera Campus, 2040 A.P.S., Box 4397
Santa Barbara, CA 93103

Publishers of: Historical Abstracts • America: History and Life • ABC POL SCI • ARTbibliographies • Reference Books

ABC-CLIO

With Stephen Calvert, Boyle also has edited *Children's Media Market Place*, a directory of sources for children's media. Twenty sections list publishers, audiovisual producers and distributors, bookstores, book clubs, periodicals, and organizations serving as sources. The directory also lists school and public library coordinators of children's services. It contains a bibliography of reference tools and indexes individuals and companies listed. Available for $15.95 from Gaylord Professional Publications, Box 61, Syracuse, NY 13201.

Tool for Library History Buffs

Author Elizabeth W. Stone has created a new tool for studying American library history: *American Library Development, 1600–1899*. This chronology traces the most significant events in the growth of American libraries and librarianship during a three-century period.

The book features a chronological chart, which presents a schematic array of landmark events and publications within eight key areas of library development, among them academic and school libraries, public libraries, legislation, and buildings.

The text which follows the chart amplifies the information on each event and includes source citations. A bibliography and index complete the 367-page presentation. $45 from The H. W. Wilson Co., 950 University Ave., Bronx, NY 10452, ISBN 0-8242-0418-2, LC 77-7881.

SELECTED RESOURCES

To encourage social reform, Mary Lee Bundy is now editing the new *Guide to the Literature of Social Change*. The reference tool was prepared for librarians, Bundy writes, but intended for people working in groups to improve social conditions.

Bundy urges librarians to alert users and community groups to the availability of information that can help citizens solve economic, political, and social problems.

The literature cited in the first volume ranges from brief fliers that introduce issues or change strategies to books prepared for practicing attorneys. Ten percent of the items are resource guides. Urban Information Interpreters, Inc., POB AH, College Park, MD 20740, has scheduled two volumes of the guide a year. Vol. 1 (108 p., paperback) costs $9.95.

The *New Periodicals Index,* vol. 1, no. 1, dated January-June 1977, covers 67 alternative and new age periodicals. Published each September and March, the index promises to be a gold mine of information on solar energy, women's issues, health and diet, new age spirituality, and other topics of the day. For a subscription at $25 a year or a descriptive brochure, write The Mediaworks Ltd., Box 4494-J, Boulder, CO 80306.

Pre-Civil War documents have at last been comprehensively indexed by the Congressional Information Service, Inc. in Part I of its *CIS US Serial Set Index, 1789-1857*. The documents and reports themselves are available in the companion *CIS US Serial Set on Microfiche* collection.

Begun in 1975, this major reference project will eventually cover the first 180 years of America's Congressional Reports and Documents, executive agency and departmental reports, and certain non-governmental publications.

Parts IX through XII, 1925–1969, were previously issued, and Parts II through VIII, 1857–1925, are in preparation. Each of the twelve index parts has three clothbound volumes, with index subjects and keywords in two volumes and supplementary indexes in the third.

All twelve parts may be purchased on standing order for $360 each ($400 per part if purchased separately). Complete corresponding groups of the *CIS US Serial Set on Microfiche* average $8,950 each on standing order.

For sample materials and details on the project, write Congressional Information Service, Inc., 7101 Wisconsin Ave., Washington, DC 20014.

Six free AV materials catalogs made their appearance late in 1977. The *United Nations 16mm Film Catalogue 1977-1978* describes more than 180 films on the UN itself and issues of world-wide concern such as energy, human rights, and international economics. All the films are available for purchase; many can be rented. Catalog on request from Public Inquiries Unit, United Nations, NYC 10017.

The Modern Film Rentals catalog lists almost 1,200 16mm films on arts, science, and the humanities, for elementary through college level students and teachers. Write Modern Film Rentals, 2323 New Hyde Park Road, New Hyde Park, NY 11040.

Films for Public Libraries annotates more than 200 selected films available from the Learning Corporation of America, and features four specially written articles by AV librarians. The catalog is also available on microfiche available to any library at no charge. LCA's address is 1350 Ave. of the Americas, NYC 10019.

The computer data file of the National AudioVisual Center, a public service agency of the federal government, has more than 9,000 AV titles from more than 150 federal agencies on a wide variety of subjects of current interest. The list of *Selected U.S. Government Audiovisuals* for October 1977, for example, concentrated on Career Education. For information on these high-quality, low-cost AV programs write to the National AudioVisual Center, National Archives and Records Service, General Services Administration, Order Section DA, Washington, DC 20409.

On its 50th anniversary the Encyclopaedia Britannica Educational Corporation published two free catalogs, *Britannica Films* and *Britannica Filmstrip*. You may request them from Robert Brown, Director, Instructional & Library Services, EBEC, 10th Floor, 425 Michigan Ave., Chicago, IL 60611.

Free pamphlets on career planning and choosing an appropriate vocational school have recently been published by NATTS, the National Association of Trade and Technical Schools. Titles of the pamphlets: "How to Choose a Career and a Career School," "What's a Nice Girl Like You Doing in a Man's World?", "College Plus—Put Your Degree to Work with Trade and Technical Skills," and "Career Shortcut: Take a Skill into Your Future," are available in bulk quantities without cost, as is NATTS' 1977-78 *Directory of Accredited Private Trade and Technical Schools*. Order from NATTS, 2021 L St., N.W., Washington, DC 20036.

Career possibilities in communications are detailed in the new *Communication Career Resource File*. This system of over 400 cards covers the major categories of journalism-writing, social service-health-government, education, and business communications as well as broadcasting and drama-film. Designed to be accessible and updateable, the file system is available for $40 from Communication Resources, 75 Parker Road, Wellesley, MA 02181.

More than 600 films, tapes, cassettes, slides, and videotapes are listed in the "Educator's International Guide to Free & Low Cost Health AudioVisual Teaching Aids," a handy guide for anyone trying to teach any facet of health.

Covering a wide spectrum of medical topics from Alcoholism to Virology, the guide lists teaching aids at every level of instruction.

For the "Health AV Guide," send a purchase order or check for $10 plus $1 postage to Pharmaceutical Communications, Inc., 42-15 Crescent St., Long Island City, New York, NY 11101.

UPDATE: LIBRARYLAND

This month California's Information Access Corp. begins offering a new online and microform indexing service listing 354 magazines and periodicals including *American Libraries*. The Magazine Index features subject indexing for news articles, product evaluations, editorials, short stories, poetry, recipes, reviews, and biographical pieces. It is available online exclusively through the Lockheed Dialog search service; on microfilm; and in two print volumes highlighting monthly index listings.

The Urban Libraries Council recently published *Library News*, a four-page tabloid newspaper designed to inform the public of cuts in library service and to increase library funding. The newspaper, distributed at member libraries, notes that in some cities, library service levels have decreased 50 percent in the last decade. The publication also contains information about upcoming state library conferences.

Indexers, freelance librarians, information specialists, and institutions charging for library services can be listed free in the 1978–79 edition of *The Directory of Fee-Based Information Services*. Interested parties should send in-

PUBLICATIONS FROM UNITED NATIONS

WORLD STATISTICS IN BRIEF

This annual publication contains data selected from the wealth of international statistical information compiled by the Statistical Office of the United Nations and the statistical services of other specialized agencies and international organizations. The first part provides population, trade, finance, communication, education and health data for individual member countries of the United Nations. The second part contains demographic, economic and social statistics for the major regions and the world as a whole.

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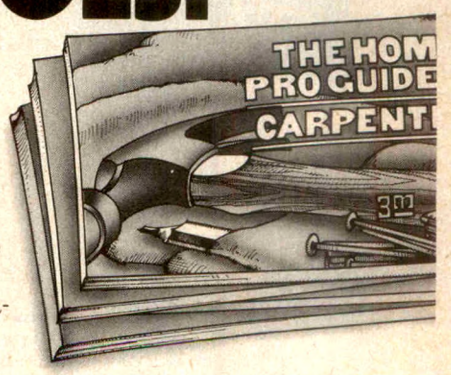

The 3M Brand Home Pro Guide Set covers 14 popular do-it-yourself subjects including floor and carpet installation, brick and concrete work, reupholstering, furniture refinishing, and more.

Written by communications specialists, well illustrated and easy to follow, they take the reader through most repair and improvement jobs step by step from start to finish.

Write or call: 3M Library Systems, 3M Center, Building 220-9E, St. Paul, Minnesota 55101. 617-944-2224.

3M COMPANY

formation to Information Alternative, Box 657, Woodstock, NYC 12498.

A military librarians' group is seeking information for an annotated register of personnel and resources in military librarianship. Contact James Byrn at the Morris Swett Library, U.S. Army Field Artillery School, Fort Sill, OK 73503.

Illinois library users are better educated and more affluent than nonusers, according to a study by a marketing research firm. The study found 53 percent of library users are college-educated, compared with 26 percent of nonusers. It said sixty-five percent of users have annual incomes of more than $15,000, compared with 38 percent of nonusers. The study also found that people living with children under age 18 were more likely to have library cards.

Photocopies of most journal articles cited in Chemical Abstracts Service publications and computer-readable files are now available through the National Technical Information Service's Journal Article Copy Service or from Chemical Abstracts Service. A directory of journals included in the copy service and prices for copies of articles is available for $5 from Document Copy Service, Chemical Abstracts Service, P.O. Box 3012, Columbus, OH 43210.

New York's Mercy College has purchased the 38,000-volume library of bankrupt Bennett College, also in New York. Equipment such as stacks, shelving, microform sets of some 150 periodical titles, and a shelflist catalog are included in the purchase. With the addition of 10,000 general and classified reference books, a 5,000-volume fine arts collection, and more than 12,500 literature books, Mercy's present holdings will increase 30 percent.

The International Association of School Librarianship (IASL) is offering two publications for those interested in school libraries and media centers overseas.

A revised, enlarged edition of "Persons to Contact for Visiting School Libraries/Media Centers" lists 80 sources of foreign school library information. Available for $1 from IASL Secretariat, School of Librarianship, Western Michigan University, Kalamazoo, MI 49008.

Proceedings of IASL's 1977 annual conference in Ibadan, Nigeria, now are available in written form. The record features an overview of library service in Nigeria and African, Australian, Danish, and American presentations on the topic, "School Libraries and Cultural Involvement." Available from the IASL Secretariat for $3.50.

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MEDIA MINDED by Deirdre Boyle

Caveat Emptor: Landmark Decision Protects Film Titles

A recent court ruling on piracy of film titles raises serious questions for film users, distributors, and producers. In a media-age replay of David and Goliath, independent filmmaker Liane Brandon won a plagiarism lawsuit against the University of California's Extension Media Center (EMC) at Berkeley, one of the country's largest distributors of short and educational films. She accused EMC of plagiarizing her award-winning film, *Anything You Want To Be*, in a film called *Anything They Want To Be*.

Brandon charged the distributor with 1) deliberate, intentional copying of the title, subject matter, and theme of her film in order to trade upon its excellent reputation; 2) unfair competition; and 3) false description and representation for goods distributed in interstate commerce.

Chief Justice Andrew A. Caffrey of U.S. District Court in Boston handed down the final judgment on Dec. 12, 1977, ordering EMC to destroy all prints and copies of *Anything They Want To Be*. The distributor was further ordered to notify prospective renters and buyers that the film had been withdrawn from all sale and rental distribution "because of public confusion with (Brandon's) award-winning film . . ." EMC was directed to pay Brandon $33,700 for damages, legal fees, and court costs. EMC waived all rights to appeal the judgment.

Film on Sex-Role Stereotypes

Brandon's film *Anything You Want To Be*, released in 1971, explores sex-role stereotyping for women. In it, a high school girl is told she can be anything she wants to be. But all her attempts at nontraditional jobs lead her into conventional feminine roles: her bid for class president results in her becoming class secretary, and her vision of being a scientist vanishes as the chemical apparatus she handles are curiously transformed into cooking utensils.

Booklist enthusiastically endorsed the film, as did *Film Library Quarterly* and other review journals. *Anything You Want To Be* also won a blue ribbon in the 1972 American Film Festival. Brandon distributes the film through New Day Films, a feminist film co-op she helped establish.

"You" vs. "They"

EMC approached Brandon three different times from 1972 to 1974 with requests to purchase a print of her film for rental. Through her distributors, Brandon refused the request each time. She explained why in a recent *AL* "Media-Minded" interview: "Here we were a struggling young co-op, trying to launch our own company. We knew that teachers and women's groups have tight budgets and will shop around for the cheapest rental available. So we tried to keep

A high school girl explores options for her future in this clip from Liane Brandon's film, "Anything You Want To Be," subject of a plagiarism lawsuit.

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"To sell to universities would be to go into competition with our own fledgling co-op. We felt that wasn't a good idea. We already had many people who wanted to rent our films, and at New Day, rentals are our bread and butter."

In 1974, EMC Director Cameron Macauley viewed three sex-role stereotyping films made at San Francisco's Far West Laboratory for Educational Research and Development and produced by Far West employees Gloria Golden and Lisa Hunter. One of the films was titled, *Anything They Want To Be*. The seven-minute film addressed the same issue as Brandon's eight-minute work: sex-role stereotyping in intellectual and career-oriented activities.

EMC entered into a distribution arrangement with Far West Labs, underwriting the remaining production costs on *Anything They Want To Be* in return for exclusive distribution rights. The court later found that EMC "acted deliberately with an awareness of titles, subject matter, theme, presentation, running time, and price range of both films before it entered into the Distribution Agreement."

With the release of EMC's title, Brandon claimed she suffered a loss of income commensurate with the income EMC gained. She felt her loss was a direct result of EMC's production and distribution of a nearly identical film. In 1975, Brandon wrote to the distributor, claiming unfair competition. She requested that EMC withdraw its film from distribution. The Center refused to comply.

"Secondary Meaning"

Citing the "deliberate pirating of plaintiff's property," Judge Caffrey ruled in Brandon's favor. The case did not raise a copyright question since titles are not specifically covered by federal copyright laws.

However, a film title is protected under the common law doctrine of unfair competition when it attains "secondary meaning" status; i.e., when it is associated in the minds of a substantial number of people with the good will it has achieved through public distribution and advertising.

Despite Hunter and Golden's testimony that their title, *Anything They Want To Be* arose from a line of dialog in their film, Judge Caffrey said the producers, "in a brazen act of outright plagiarism, deliberately selected the title *Anything They Want To Be* . . . in order to trade upon the reputation and good will of Brandon's similarly-titled film." He noted that the line of dialog giving rise to the title was not a spontaneous remark in a real situation, but rather, a line spoken by an actor in a script prepared under the producers' direction.

Golden and Hunter claimed they had never viewed Brandon's film, but their testimony was not considered credible. The scenes in *Anything They Want To Be*, notes the judicial opinion, were "quite reflective of scenes or dialogue" in Brandon's film. They "question whether a girl can become a fireman, a chemist or a doctor; the identical occupations are portrayed or mentioned in plaintiff's film."

In a footnote to his opinion, the judge traced a peculiar pattern in film production at Far West Labs. Hunter and Golden were also responsible for a film called, *Hey! What about Us?*, a title different in punctuation but identical in wording to that of a well known film directed by Joyce Chopra. *Women Emerging*, another Hunter and Golden film, has a title remarkably similar to that of *The Emerging Woman*, a notable film about women's rights.

To date, all EMC-owned prints of *Anything They Want To Be* and promotional materials for the film have been destroyed. EMC's 1977-78 catalog now has inserts pasted over the entry for the disputed film. They refer prospective renters and buyers to Brandon and New Day Films. Brandon has received the check for damages and reports rentals on *Anything You Want To Be* "have perked up, particularly in California." EMC staffers seem to be keeping a low profile in the wake of the final judgment.

OE Irony

Ironically, *Anything They Want To Be* was produced under a grant from the U.S. Office of Education. According to an informed source, facts regarding the litigation on this title have reached HEW. What action, if any, is planned to forestall similar misuse of federal monies remains to be seen. Filmmaker Brandon soberly reflected that, as a taxpayer, her money was used to make the rip-off film.

Educational Film Library Association (EFLA) Director Nadine Covert told "Media Minded" that "it is not unusual for the federal government to sponsor films on subjects where films made by independent producers already exist." But the good news is that the Association of Media Producers is concerned about this duplication and has been active in trying to get the government to make changes.

Confusion or Plagiarism

"Media Minded" contacted the Berkeley Media Center for reactions to the Brandon case outcome. Speaking for the Center, Acting Codirector Gary Matkin said "the real issue in this case is over title confusion.

"We feel that this is not only our own problem; it's an industry-wide problem. We hope that the industry can adopt guidelines to help us and other distributors in order to avoid the problem in the future," he explained.

Asked to outline how EMC's policies would change, he added, "I guess the main thing we'll do when looking at a film we are thinking of distributing or acquiring in some other way will be to make as careful an investigation as we can of other films that have the same title or titles that may be confused with a given film."

Further research on film titles is advisable for producers and distributors. EFLA's Covert commented, "I think the case can only help the film field as a whole, because it may help to make producers a bit more cautious and encourage them to do some checking before they produce a film and certainly, before they title it. A lot (of producers) don't bother; it never occurs to them that someone may have thought of the same title. And that makes an already confused situation for film users even more confusing."

Matkin's view that the problem is only a confusion of titles minimizes EMC's role in this case. Judge Caffrey emphatically said his ruling was based on EMC's "deliberate pirating" of Brandon's film. The ruling warns film producers and distributors to take care in titling their films and reminds them that the rights of individual filmmakers are protected by law. If large distributors do not respect the rights of independents to control their own works, they, too, may find themselves toppled like the mighty Goliath by a well aimed judicial blow.

There is also a warning for film users: know the film you rent or buy. Don't settle for substitutes. If you spot a suspected title ripoff, report it to the filmmaker or distributor and alert organizations such as the Association of Media Producers, the Educational Film Library Association, and the Association of Independent Video and Flimmakers. Alert film consumers may keep everyone honest. □

EDUCATION

Library Instruction Project Underway at Ball State

With a $69,185 grant from the National Endowment for the Arts, Indiana's Ball State University has embarked on a three-year project to implement a library instruction program related to humanities courses.

The project is designed to improve utilization of library resources and services for students, instructors, and library staffers. It will feature a general library orientation for students, lectures outlining the library instruction program, preparation and dissemination of teaching and learning packages, and follow-up on the program's effectiveness.

Grant Helps Library School Improve Core Courses

The University of Michigan's School of Library Science recently received a $5,000 grant to continue developing an integrated approach to the "core" of a library science curriculum.

Awarded by the university's Center for Research on Learning and Teaching, the grant will enable the library school to identify, develop, and test instructional materials for integrated core courses leading to an AMLS degree.

Library Schools View Accreditation

Results of a three-year survey on the American Library Association's accreditation process are now available in a 90-page paperback published by the ALA.

Between 1973 and 1976, Russell Bidlack, dean of the University of Michigan School of Library Science, surveyed personnel at the 67 library schools visited under the ALA's 1972 Standards for Accreditation. Questions concerned 38 specific aspects of the accreditation process, such as selection and preparation of the visiting accreditation team, evaluators' performance during site visits, and effects accreditation has had on library schools.

Respondents were asked to evaluate their accreditation reports and recommend ways the accreditation process can be improved. Copies of *The ALA Accreditation Process, 1973–76* . . . (LC 77-21153, ISBN 0-8389-3205-3) are available from ALA's Order Department, 50 E. Huron St., Chicago, IL 60611, at $5.

Project to Refine Skills for Serving Ages 3 to 8

Western Michigan University's School of Librarianship is trying to improve library skills of professionals who work with children ages 3 to 8 through a $20,000 U.S. Office of Education grant.

In a three-phase project expected to run two years, the university will conduct a needs assessment study of school and public librarians who work with children in Michigan, Indiana, Ohio,

and Illinois; design short courses to provide practicing library professionals with better academic preparation; and create a pilot demonstration project on early childhood library programming.

The project is expected to generate literature on skills needed to work with children in libraries.

New Course Sheds Light on "I & R" Services

Methods for analyzing information needs . . . new directions in information and referral services . . . advocate counseling . . . These topics and others will be explored in a new course offered spring semester at Columbia School of Library Service.

Called "Information and Referral Services," the course also will examine the impact of computers and new management information systems. It will explore the effect of new legislation on information services and teach new approaches to agency information production.

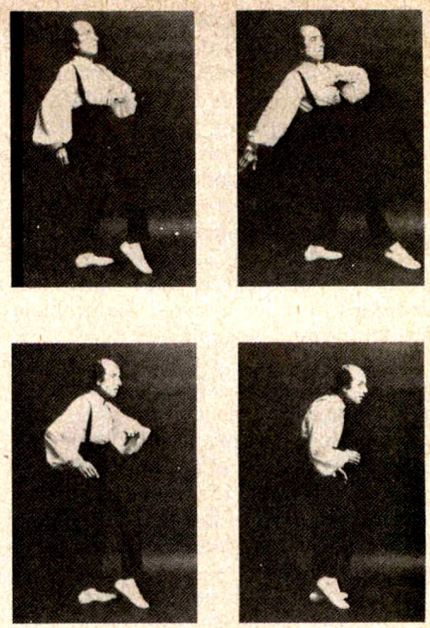
Course instructors will be New York State Sen. Major Owens, a former librarian seeking to consolidate social work and library service efforts, and Miriam Braverman, assistant professor.

For more information, call the School of Library Service office, 212/280-2293.

PUBLISHING WORLD

Free broadsides of poetry and prose are available for the asking to all libraries through the Civil Sayings Project ("Tongues I'll hang on every tree/That shall civil sayings show"). The western region of COSMEP is distributing these surprises "to delight the eye and gently blow the mind" of librarians and library patrons. At the same time project coordinators hope to draw the attention of librarians to the periodicals and books that the nation's small presses publish and charge for with accompanying flyers and announcements from COSMEP members. Coordinators A. D. Winans and Noel Peattie say there is no way of telling how many publishers will participate or what they will send. Requests should be addressed to Civil Sayings, c/o Noel Peattie, Route 1, Box 216, Winters, CA 95694.

Wwhimsy Press is offering a $100 lifetime subscription to its total output, as items are listed. This includes poetry volume, sketchbooks, records, and poemcards. "Makes the perfect gift for the 'man [sic] who has everything,'" says Wwhimsy's promotion. The press is at 1822 Northview Drive, Arnold, MO 63010.



Moroccan Mime. Born in Morocco of Jewish Kabbalists, Samuel Avital has since traveled the world studying and performing as a mime. Now he has written *The Mime Workbook*, a magical work that evolved out of sessions with his students at the LeCentre du Silence, a school he founded in Boulder, Colo., several years ago.

The reader of *The Mime Workbook* is pulled into a whirlwind of images: photos of mime in action at the Boulder workshops, Avital flitting across the pages as various characters, mandalas, student testimonials, empty pages with single enigmatic sayings ("empty yourself so you can be filled"), interviews with Avital, and statements by mimes who have known him, such as Marcel Marceau. Although this book gives exercises and describes techniques used in the practice of mime, it primarily acquaints readers with the spirituality Avital develops in his students through his Kabbalistic philosophy.

More than a mime, Samuel Avital is a teacher who believes "the reality of every human being is Artist . . . this cannot be more simply exemplified than with the silent techniques of Pantomime —the music of the soul." The appendix includes suggested readings, articles, interviews, and reviews on or by Avital, and a bibliography. $7.95 from Wisdom Garden Books, POB 1241, Venice, CA 90291 (0-914794-30-2, 77-84487).

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SCHOOL MEDIA CENTER

Grant Helps Library Study Ethnic Needs

A newly acquired $25,213 federal grant will help Atlanta University's School of Library Science assess the li-

brary needs of ethnic groups for Atlanta school and public media centers this year. The grant is sponsored by the Ethnic Heritage Studies Branch of the Division of International Education in the U.S. Office of Education.

The library's study will culminate in a workshop, "Preserving Your Child's Cultural Heritage While Stimulating His Educational Development—Library Specialists in Multi-Ethnic Heritage Programs." The workshop will take place at the university April 6-8. For further information: Joyce Mills, Atlanta University, Atlanta, GA 30314.

$5,000 Scholarship Available

April 1 is the application deadline for a Florida State University Madge Hutcherson Scholarship providing funds to doctoral students specializing in school library media services.

A $5,000 nontaxable scholarship will be given for study at the university's school of library science during the 1978–79 academic year.

Candidates will be judged on personal effectiveness, academic achievement, professional motivation, and success in school library media work. Sex, race, and national and geographic origin will not be considered.

The scholarship winner will be announced May 1. Application forms and program information are available from Dean Harold Goldstein, School of Library Science, Florida State University, Tallahassee, FL 32306.

Children's Literature: A Multimedia Approach

A new edition of *A Multimedia Approach to Children's Literature* now is available from the American Library Association. The 302-page book contains annotated listings of more than 500 children's books and separate annotated listings of 16mm films, filmstrips, and disc and tape recordings based on each book.

All selections have been used with children in preschool through sixth grade.

Edited by Ellin Greene and Madalynne Schoenfeld, the book features a special section on authors and illustrators and an annotated listing of resources including related readings, selection and program aids, and realia. The publication also includes author, subject, and media indexes, a directory of distributors, and buying information.

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LIBRARY PERSONNEL

Appointments

SHERYL ANSPAUGH. New director of the Houston (Tex.) Community College Learning Resources Centers, Anspaugh formerly served as administrative assistant for the Tulsa City-County (Okla.) Libraries.

ROBERT AUDRETSCH. In January Audretsch became director of the Three Rivers Library System, New Castle, Colo., a cooperative of 31 public, academic, and school libraries in ten counties. Since 1973, he has served as director of the Salem (Ohio) Public Library.

MARY EIDLEMAN. New coordinator of library services at Dundalk (Md.) Community College, Eidleman formerly worked as a specialist in library information and referral services for the Maryland State Department of Education.

CHRISTINE SHAMA. On Jan. 1 Shama became director of the Clermont County (Ohio) Public Library System in Batavia. Since 1974 she had been administrative assistant at Westerville (Ohio) Public Library.

MARGO TRUMPETER. In March Trumpeter will become assistant to the dean for management at the University of New Mexico Library/Albuquerque. Since 1974 she has directed the Lucius Beebe Memorial Library, Wakefield, Mass.

Retirements

J. GORMLY MILLER. Director of Cornell University Libraries, Miller plans to retire in June 1979.

DANIEL PFOUTZ. After 25 years as head of the Science and Technology Department of the Carnegie Library of Pittsburgh, Pfoutz retired on Jan. 1.

Resignation

DAVID REICH. Chief adimistrator of the Chicago Public Library since 1975, Commissioner Reich has resigned, effective June 30.

CLASSIFIED

All notices relating to library employment now appear in *AL*'s new *CAREER LEADS* section (see p. 141).

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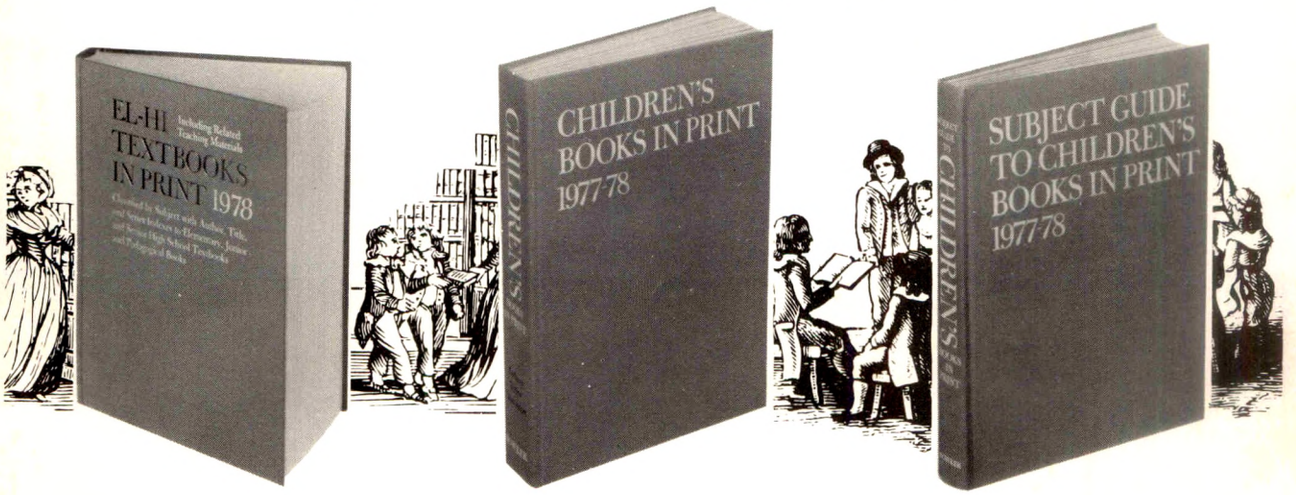

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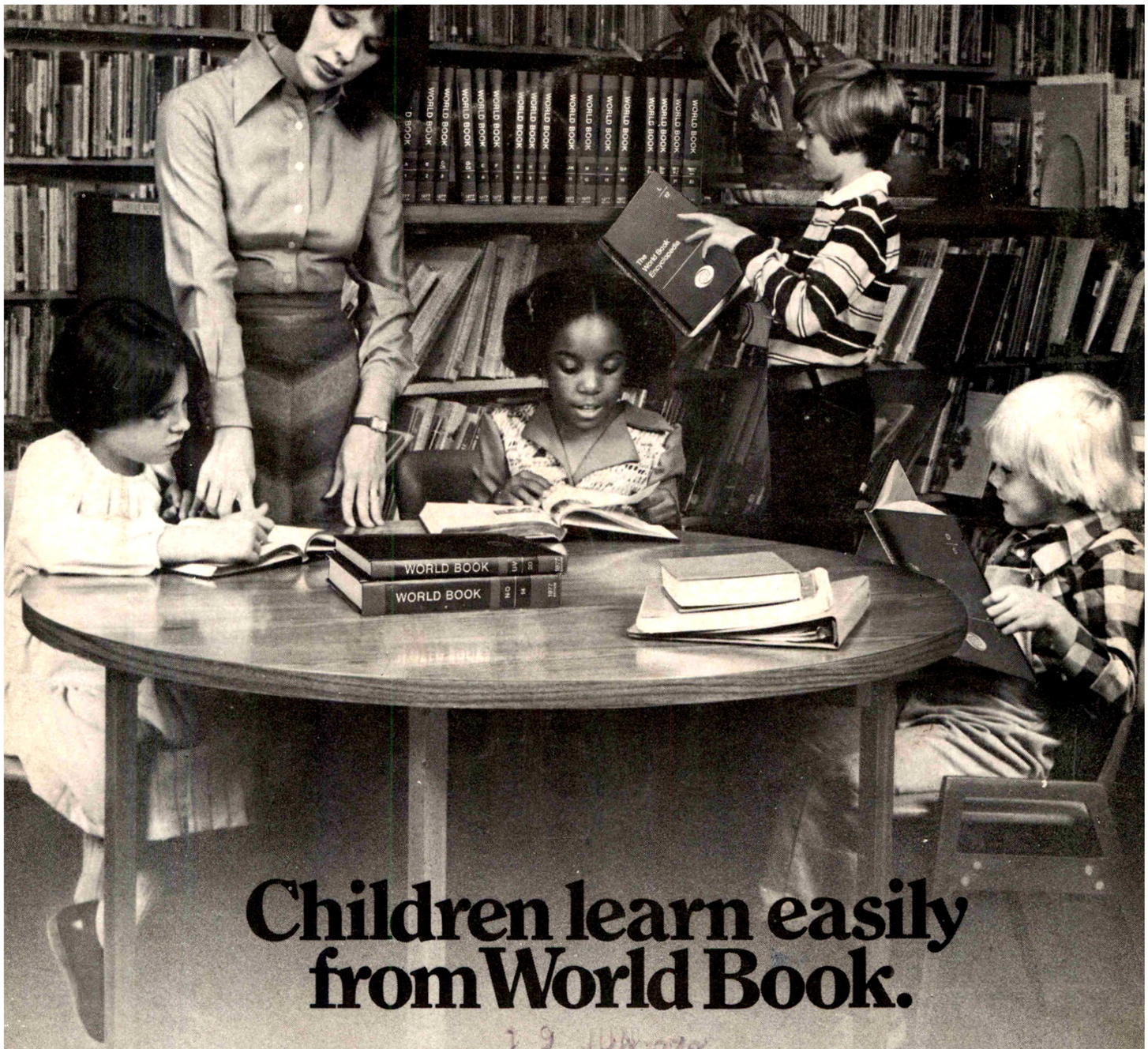

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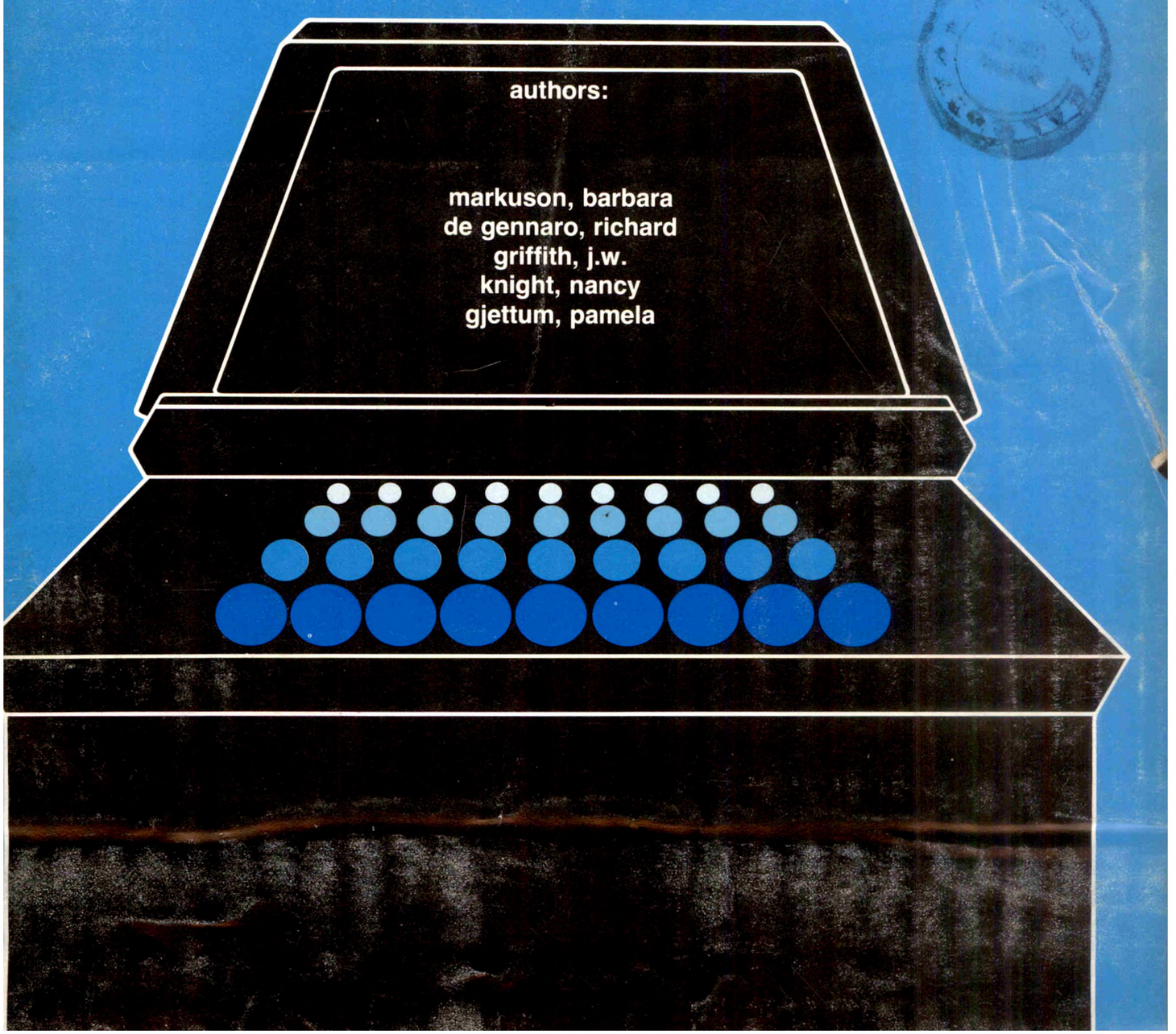

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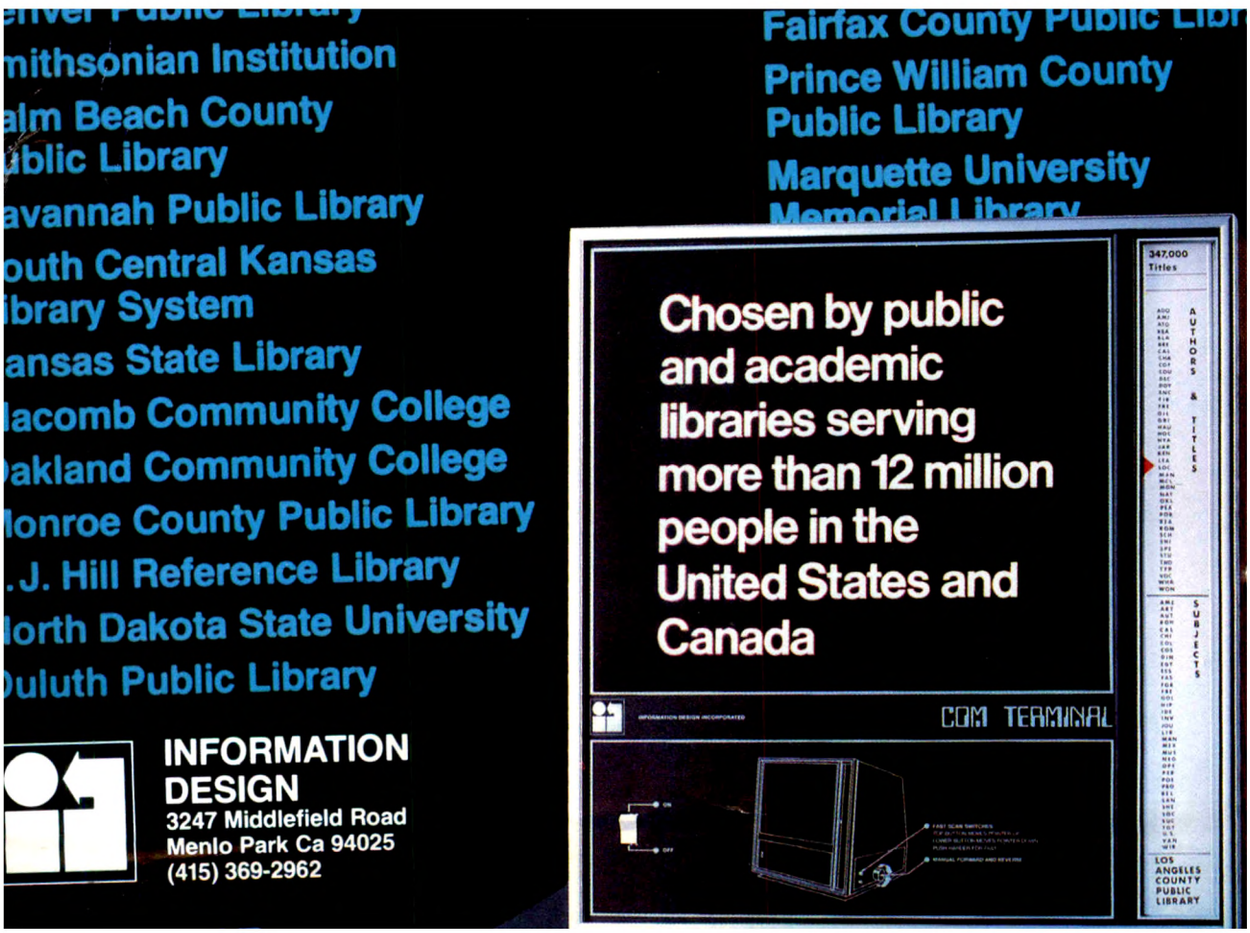
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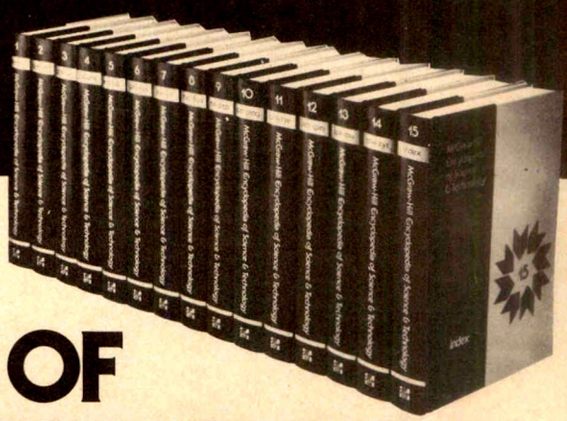

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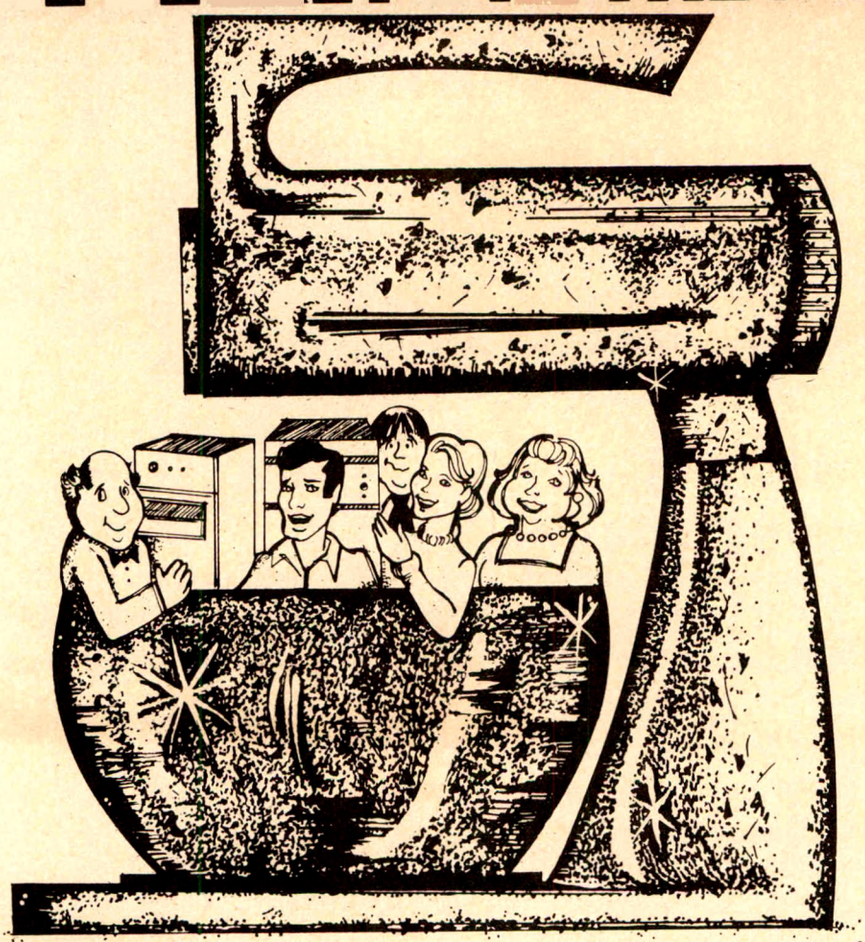

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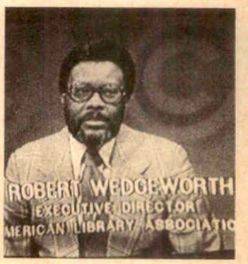
184 PAGE ONE/ Jane Morgan named to follow tough act in Detroit.

187 IN THE NEWS/ Mayor locks library door in Texas; Schools of a Georgia county win $5,000 media award; Californians quaking as property-tax initiative approaches; William Dix, 1910-1978, recalled as "courtly activist" during ALA presidency.

192 TELECONFERENCE REPORT/ "Giant Step into the Space Age; ALA's Satellite Seminar on Copyright." Pictorial coverage and site reports of a breakthrough in educational communications.

Norfolk, Va.

Atlanta, Ga.



Owings Mills, Md.

205 UPDATE: TOWARD TOTAL INVENTORY CONTROL/ Do you know where your books are tonight? There are better ways than ever to keep track—and, in the attempt, more chances than ever to fall on one's face. Here's help from experienced colleagues:

- **205** Automated Circulation: Recent Developments *Barbara Markuson*
- **212** The Computer-Based Library Systems Marketplace *Richard De Gennaro*
- **224** Library Thefts: A Problem that Won't Go Away *J. W. Griffith*
- **229** Library Security Systems Come of Age *Nancy H. Knight*
- **233** Alarm Systems: Library Confounds Criminal Capers *Pamela Gjettum*

213 CAREER LEADS/ Largest and fastest listing of job opportunities found in any library magazine. This month's special employer/employee feature: "A Public Library Evaluates Itself," by Anne M. Turner.

235 SIDETRIPPING/ "The Joy of Online Searching," by Lois R. Pearson.

196 COMMENTARY
200 ACTION EXCHANGE
216 LATE JOBS
237 LIBRARY LIFE
238 PUBLISHING WORLD
240 DATEBOOK
243 THE SOURCE
252 CLASSIFIED ADS

Cover. Design by Geoffrey Van de Woerstyne of Apostrophe Creative Services, Chicago.

PAGE ONE

"I WON'T TRY TO BE CLARA JONES," says Jane Hale Morgan, the woman who will replace her June 1 as head of the Detroit Public Library. "We share a great many ideals and goals, but we're two different people. I won't even try to walk in her shoes." Clara Jones, eighth director of the 113-year-old library, has left a tough act to follow, but the ninth director comes in with good credentials. Educated at Howard University, University of Denver library school, and at the University of Fribourg, Switzerland, she has been a staff member of the nation's fifth-largest public library since 1953. Like Jones, she came up through the branches; she built one (Frederick Douglass) from scratch. After a series of promotions, she became deputy director in 1975. Her priorities, she told AL, will be services to those groups outside the net of the library's strong information and referral program, with an emphasis on literacy training.

ANNUAL CONFERENCE PLACEMENT SERVICE: Pre-registration forms are available from the National Registry for Librarians, 40 W. Adams St., Chicago, IL 60603 (312-793-4904). Deadline: June 1. Employers and applicants can also register at the service, McCormick Place, open June 26-28 and the morning of June 29.

IS THERE ANY TRUTH TO THE RUMOR that emissions from OCLC terminals can cause damage to the eyes over an extended period? No, says an OCLC spokesperson, although the question comes up from time to time. OCLC's cathode-ray-tube terminals emit a low level of radiation just as home televisions and other video display screens do. Recently, two New York Times staffers using VDTs developed cataracts, and the National Institute for Occupational Safety and Health was asked for an opinion. NIOSH claimed the radiation was well below the dangerous level. So, too, the Beehive terminals used by OCLC are said to be safe enough for all-day cataloging; but OCLC warns, "don't drop one on your foot."

A PARTING OF THE WAYS June 30 between University of Georgia Library Director Warren Boes and his employer seems no guarantee that the turmoil plaguing the library for years will subside. Of the 246 staff members, some 100, unhappy with salaries and other personnel matters, recommended the departure of Boes, as did a special faculty committee on March 8. But the problems cited in the committee report read like a textbook in institutional pathology: polarization, defensiveness, demoralization, cliques, massive changes (the library has moved into a new building and new automation programs during Boes's five-year term), mistreatment of professionals, low rank of women, job insecurity, poor communications, rumors, backstabbing, and so forth. The search is on for a new director.

LEAVES HER MARK ON LC. Although she has been better known to historians and archivists than to the general library community, no woman has exerted a stronger influence over programs and policies of the Library of Congress during the last 15 years than Elizabeth Hamer Kegan, Assistant Librarian of Congress from 1963 to her retirement March 17. An officer of LC since 1951, she served under Luther Evans, L. Quincy Mumford, and Daniel Boorstin. She was responsible over the years for programs in information, publications, public affairs, exhibits, international activities, and such special programs as the library's distinguished part in the Bicentennial celebration. A genteel Tennessean with a background in archives work, she also coordinated LC relations with Congress and the White House. Overall, she had a strong hand in the administration of the Library, and, in the words of Boorstin, "has left her mark on this institution."

AND NOW, "NETWORK FILE DESIGN," a new project of Stanford University's BALLOTS Center, will "facilitate more efficient and more economical use of BALLOTS by a much larger number of institutions," according to planners. A restructured data base will, before the end of 1978, support all MARC records distributed by the Library of Congress, including authorities, serials, films, etc. From its restructured indexes and online files, BALLOTS will develop a variety of new services in 1979-80, among them authority control and serials processing support. The Network File Design will group "edition" records around a "work," providing better links for certain search activities. BALLOTS users will still be able to store and retrieve unique records, but the system's base record is designed to store a single complete record for each work, and not redundant data.

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IN THE NEWS

California Initiative Would Trade Libraries for Lower Property Tax

California librarians thought their 1977/78 legislative battles were over when Gov. Jerry Brown signed the $5.3 million Library Services Act and the California Library Association hired Jack Gualco as legislative advocate in Sacramento. Now they are fighting a new foe called the Jarvis-Gann initiative, listed as Proposition 13 on the statewide primary ballot June 6.

Jarvis-Gann appeals to every home owner by limiting property tax rate to one percent. For the last few years, home owners have been assessed at the same rate as commercial owners.

But if the drastic Jarvis-Gann solution is approved, local revenues will be cut by more than $7 billion, and federal funds will be lost for lack of matching local funds. Police and fire protection, schools, libraries, parks, and recreation would suffer.

"It is extremely likely that the San Francisco Public Library will close on June 30" if Proposition 13 passes, SFPL's weekly *Pseudepigrapha* predicted. San Francisco's property tax revenues would sink by 68 percent.

Los Angeles City Administrative Officer C. Erwin Piper declared, "It would bring the city's operation to a complete halt and we would be faced with nothing short of disaster." The city would have to lay off about one-third of its working force.

Piper asked municipal departments to prepare contingency budgets. The library's 18-item reduction package published in the February *Communicator* envisions a loss of 359 positions or 463 persons.

In Alameda County, which covers Berkeley and Oakland, "existing library services would be discontinued," the county administrator said.

Gualco told *AL* that librarians are fighting Proposition 13 three ways: 1) CLA is working with a coalition of bankers, labor unions, and local governments to convince citizens they can't do without community services; 2) The association is preparing a bibliography for librarians and encouraging them to supply information about the issue to all their patrons; 3) In Sacramento, concerned people are supporting an anti-13 campaign launched by a political consulting firm.

Gualco added that the legislature recently passed a bill to provide tax relief to home owners, but if Proposition 13 passes, it takes precedence over any current or future legislative action.

Patricia Battin Named Columbia Univ. Librarian

Patricia Meyer Battin, 48, director of Columbia University's Library Services Group since 1974, became university librarian and the university's first woman vice president March 1. Until January, both positions were held by Warren J. Haas, now president of the Council on Library Resources in Washington.

Patricia M. Battin

Born in Gettysburg, Pa., Battin graduated from Swarthmore College in 1951 and did graduate work in American studies at the University of Minnesota while working as a secretary in Minneapolis. In 1954 she married and began raising a family of two daughters and a son.

After ten years, she returned to university life as a library trainee at the State University of New York/Binghamton. In the decade 1964–74 at SUNY/Binghamton, she rose from trainee to assistant director for reader services, earning her master's in library science at Syracuse University in 1967.

At Columbia, she has been responsible for coordinating the university's participation with Harvard, Yale, Princeton, and the New York Public Library in the Research Libraries Group, Inc. "Research libraries will face unprecedented challenges during the next several years, as we seek new ways to preserve our intellectual heritage in an environment of shrinking financial resources and increasing service demands," Battin stated in accepting her new post.

Battin is a consultant to the National Endowment for the Humanities and serves on the selection committee of CLR's Library Service Enhancement Program. She is a member of Phi Beta Kappa, Beta Phi Mu, and ALA.

Mayor Locks Library Door; System Finesses Opening

by Lois R. Pearson

In Blue Mound, Tex., a community of 2,500 in the Fort Worth-Dallas metroplex, the public library occupies a 360-square-foot room that used to be a jail. The room is located just behind the police department in the one-story city hall. That location made it easy for Mayor Betty Bewley to quietly have the lock changed on the library door one day in January. It wasn't as easy, she learned, to keep it locked.

The lockup climaxed a year-long dispute wherein the library became a virtual battleground. Back in April 1977, Mayor Bewley and the council replaced the library board and Inedia Arnold, the nonprofessional who had been the librarian since the Blue Mound Public came into being in 1971. (Arnold has asked ALA to investigate her dismissal; SCMAI is expected to report this spring.)

After the firing, Arnold and some former library board members accused Bewley and others of removing library books they considered objectionable—*The Sensuous Woman, The Naked Ape, The Bastard.* The mayor denied taking any books, but Mayor Pro Tem Charles Winchell told the *Fort Worth Star-Telegram* that *The Sensuous Woman* had been removed. He objected to library books "teaching sodomy and lesbianism," and said he would rather see the library closed than circulate such books. "If I have broken any laws of the land," he added, "it's because I have to follow God's laws." The "corruption" at the library was denounced from the pulpit in Blue Mound's two largest churches.

All last year library board members had difficulty finding someone who would work 20 hours a week for $93 a month. Two employees—and several board members—came and went. Finally, after eight months, the library board rehired the willing Arnold.

This time, her job lasted only two weeks. When the rehiring was reported to the council in mid-January, the council erupted. Two days later, without a word to Arnold or the community, Bewley locked the library door.

Enter the System

During Arnold's brief return to the library, she had promised to prepare reports for the North Texas Library System which Blue Mound had joined in 1976. Now the statistics were locked up in the library. In Arnold's office at home, however, she kept book order forms, selection tools, and *Books in Print*, so she sent orders totaling $397.45 to system headquarters in Fort Worth.

Meanwhile, System Coordinator Bill Duncan learned that Mayor Pro Tem Winchell intended to ask the council to dissolve the library and convert it back to a jail. Duncan promptly held up Arnold's book orders, halted a $2,315 county check bound for Blue Mound, and asked the council for permission to speak at its next meeting.

On Feb. 17, a *Star-Telegram* headline warned CONTROVERSY MAY CLOSE BLUE MOUND LIBRARY PERMANENTLY. On Feb. 24, an overflow crowd of residents and outsiders (librarians, educators, and media people) jammed the council room. Flanking the council were two uniformed policemen—one stood, arms akimbo, directly in front of the locked library door.

Duncan spoke fervently of the role of the library in a small community and recapitulated the dramatic growth of Blue Mound's collection provided by county, state, and federal aid.

As highlighted by two TV channels on the 10 p.m. news, the appeal for intellectual freedom made by regional library consultant Martha Chambers was a show stopper. The crowd cheered when a council member moved to unlock the library and reinstate Arnold, but the motion lost for want of a second. After the meeting, Duncan reminded the mayor the FY 1979 application for funds was overdue.

Bewley then called a special council meeting for March 6. There, she suggested hiring as librarian the 19-year-old sister of a council member, but an American Civil Liberties Union attorney representing Arnold called such a move illegal, since it wasn't on the agenda.

Library board members warned that if the library weren't open by March 17 it would lose the current and future state and federal grants administered by the system. Reluctantly the council voted to open the library and reinstate Arnold.

Next day, Arnold was back at her library desk, reportedly, "flabbergasted" by the council's action. "I don't trust it," she insisted.

But at the headquarters of the North Texas Library System, Chambers confidently told *AL*, "I think we're okay."

Cobb County Wins $5,000 School Media Award

Cobb County Public Schools, Marietta, Ga., are recipients of the 1978 School Library Media Program of the Year Award, cosponsored by the American Association of School Librarians and the Encyclopaedia Britannica Companies. The $5,000 annual award recognizes school districts with exemplary library media programs at the elementary and middle-school level.

A Cobb County student uses his award-winning school media center for some audiovisual learning.

Cobb County Schools were chosen for the award following on-site visits by members of the sponsors' Selection Committee, which reviewed applications from 40 public and private schools.

Located in northwest Georgia, the Cobb County Schools serve 35,761 students in grades kindergarten through eight. The district has 61 media specialists in 51 elementary and middle schools. All but 12 have degrees in library media at the master's level or above.

Media head Mary Jo Boyd wants to use the prize to purchase original Georgia artwork for circulation among the school district's media centers.

OCLC Beats Power Crisis

With the coal strike threatening energy cuts throughout the United States, OCLC switched its energy source for online transmissions from power regularly supplied by the Columbus & Southern Ohio Electric Company to power supplied by its own diesel generator March 6. The preceding week, OCLC log-in messages had warned users of possible shutdowns, but the switch was made without a hitch.

Long before the current energy crisis began, OCLC purchased the 500-kilowatt Caterpillar diesel to provide back-up power for its online operations. Historically, most of the system's blackouts were caused by minor accidents such as cars knocking down power poles near OCLC's six-acre Columbus headquarters. When the nation's coal miners went on strike, OCLC accelerated the installation of the $800,000 generator and a 10,000-gallon fuel tank.

If the strike forces the power company to limit regular service, OCLC will have to phase down or close its nonessential operations, offline computing activities, and catalog-card production. But the diesel will keep the online service operating.

There's only one catch: every ten days, or about every 300,000th book cataloged, the diesel needs a lube job and an oil change.

(Cont. on p. 190)

CHAPTER SNAPSHOTS

For his support of libraries and sponsorship of the pre-White House conference, Gov. Milton Shapp of Pennsylvania won the Pennsylvania Library Association's Library Awareness Award in January. At the presentation were, from left to right, Secretary of Education Caryl Kline, School Library Division Chief Joan Diana, PLA Legislative Chair Mark Morse, PLA President Richard Fitzsimmons, Gov. Shapp, State Librarian Ernest Doerschuk, and PLA Membership Chair Myrna Slick.

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William Shepherd Dix, 1910-1978

In Princeton Feb. 21, William Dix, 68, past president of ALA and retired university librarian of Princeton University, died at his home of an illness. American Libraries asked New Jersey State Librarian Emeritus Roger H. McDonough, his friend for 25 years, to write this tribute.

When Bill Dix accepted the gavel as the new president of the American Library Association in Atlantic City in June 1969, he said, with characteristic good humor, "This is not the year to become president of *anything*." He was right, of course, for revolt and change were then manifest in every aspect of American society, and it was clear that like many other organizations ALA was in for a much needed shaking up and restructuring to make it more responsive and democratic.

Barbara Walters interviewed Dix on TV in 1971 when he was ALA president.

In the year that followed, Dix presided with consummate grace and skill over the lengthy and heated but finally successful deliberations that brought about the needed reforms. It is a measure of the man that he emerged from the protracted negotiations with the respect—and affection—of all parties involved.

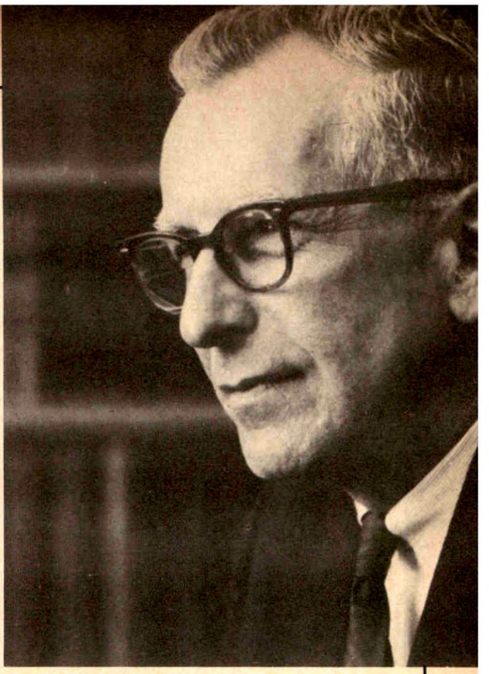
It is worth noting that, although few librarians knew about it, Bill carried out another perhaps even more demanding assignment during this period, serving as the first chair of the Judicial Committee of the Council of the Princeton University Community, which had the onerous task of dealing with student disturbances on campus. Once again, Dix's exceptional qualities of mind and heart were successfully employed in helping a major American university weather a most difficult and trying period.

As president William Bowen pointed out in his moving tribute to Bill at the memorial service in the University Chapel on February 28, "In the spring of 1970, it fell to Bill to preside over the disciplinary hearings growing out of the disruption of Secretary Hickel's speech. As I'm sure all of you recall, it was a time of deep alienation for many; it was a time of anger, a time of great frustration. One meeting of his committee lasted nine hours, and he worked under more tension and accepted more personal abuse than should be the lot of anyone. Throughout it all, he was calm, considerate, intelligent, and courageous."

This was not the first time Dix had done yeoman service for the nation's intellectual community. In 1953, as ALA's Intellectual Freedom Committee chair, he was the principal proponent and author of "The Freedom to Read," which still serves as ALA's basic document in our continuing defense against all attempts to censor books and other library materials. It is difficult for younger members to appreciate the pervading fear and ugliness of spirit that characterized the McCarthy period and which necessitated the preparation of a statement confirming our belief in the First Amendment. It is to ALA's lasting credit that the Association met the issue head on by adopting "The Freedom to Read" as its official testament at a time when many intellectuals were running for cover.

The above activities were, of course, in addition to his ongoing work from 1953 to 1975 as librarian of Princeton University where, as President Bowen noted, "He gave a tone to the library that encouraged people to come in; that reminded people of the civilizing influence of books and the fun of reading and of scholarship."

Somehow Bill found time to be active in many other outside activities: the U.S. Commission on UNESCO for which he served as chair, 1959-61, the Association of Research Libraries (he was the first executive secretary); the Council on Library Resources, and the U.S. Government Advisory Committee on International Books and Library Programs. He was a major influence in developing the program of centralized cataloging at the Library of Congress and for the book funding provision of the Higher Education Act. He also served for 12 years as a member of the Advisory Council to the New Jersey State Library at a time when the state's library development plan was being written into law.



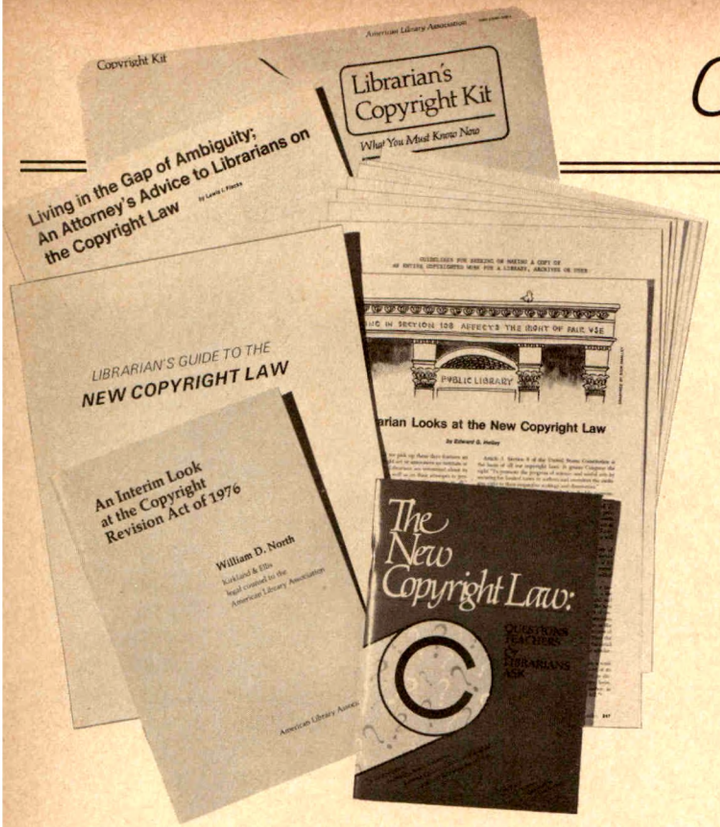
Bill Dix was an activist whose calm and courtly manner belied the inner strength of mind and character that made him such a passionate and effective advocate for the things he believed in. He was gentle and good-natured (I can never recall hearing his voice raised in anger), and his strong Calvinist sense of duty was tempered by his fundamental belief in fair play, decency, and tolerance toward those whose standards of personal and professional conduct did not match his own.

Over the years, Dix received many honors: election to Phi Beta Kappa, the Melvil Dewey and Lippincott awards, and, only a few weeks before his death, election to honorary membership in the American Library Association. One suspects, however, that he would like most to be remembered by his peers for "The Freedom to Read," which a quarter of a century later still stands as the most moving and eloquent statement on the subject since Milton's day.

Justice Oliver Wendell Holmes once said: "As life is action and passion, it is required of a man that he should share in the passion and action of his time at peril of being judged not to have lived." Bill Dix's life satisfied Justice Holmes' dictum to a remarkable degree, and we are all the richer and better for it.

Bill's busy and productive career was made complete through a happy family life with his lovely wife Jane and their three children and five grandchildren. To them, the deepest sympathy.

Contributions in the name of William Dix may be made to the Princeton University Library. —*R.H.M.*



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GIANT STEP INTO THE SPACE AGE

On the evening of February 7, 1978, a NASA Communications Technology Satellite 22,000 miles above Earth picked up a signal from Owings Mills, Maryland, and relayed it to more than 15 receiving stations in the storm-covered southern United States. That signal translated into the title ALA SATELLITE SEMINAR ON COPYRIGHT and was followed by the telecast image of moderator Robert Wedgeworth, executive director of the American Library Association.

Wedgeworth looked none the worse for his 44,000-mile circuit through space; in fact as the two-hour, two-way, color teleconference progressed, he seemed in happy orbit over the apparent success of ALA's space-age communications breakthrough.

According to Wedgeworth it was "an experiment to determine the effectiveness of satellite teleconferencing in maintaining two-way communication with our members in the field." ALA's goal was to provide information and guidance on the most pressing library issue (copyright) to as many people as possible, at the lowest possible cost, and in the least possible time.

Supplying that information and guidance to some 1,300 persons in the teleconference audience (and to those who would view the tapes later) was a rare assemblage of copyright experts: Register of Copyrights Barbara Ringer; ALA Chief Counsel William North; Attorney Harry N. Rosenfield, for 15 years counsel for the Ad Hoc Committee on Copyright Law Revision; Eugene Aleinikoff, attorney for the Agency for Instructional Television; and, presenting a segment on "off-air taping," Ken Winslow, manager, Public Television Library, Washington, D.C.

The other segments treated "The Purpose and Meaning of Copyright: Fair Use"; "Library Copying: Penalties and Infringements"; and "Public

ALA Satellite Teleconference on Copyright

Broadcasting and Summary Statements." The conference format called for on-the-air questions from a live studio audience in Owings Mills, from the major reception site in Austin, Tex., and finally, from all other sites.

Questions from the remote sites had been submitted in advance for this initial experiment; but their successful transmission by telephone during the live telecast showed that future teleconferences could easily handle spontaneous comments and questions. From a technological standpoint, at least, it would be easy. For the conference sent through space about as much copyright information as possible within two hours; but it showed there are still some copyright questions whose solutions seem light years away. —*A.P.*

Site Reports

The following summaries are based on reports submitted to American Libraries.

Launched through the combined efforts of NASA, the Maryland Center for Public Broadcasting, and the Southern Educational Communications Association's television network, ALA's first experiment with space technology also required the outstanding cooperation of local site coordinators, many of them librarians volunteering long hours of personal time. Consultant Harold Wigren of Silver Spring, Md., was project director.

ATHENS, GA.—With a short lead time for publicity, the teleconference still drew some 100 attentive persons who "obviously enjoyed" it. Minor sound problems were overcome. *Warren Boes, coord.*

ATLANTA, GA.—Attended by about 100 people, with several from extreme north Georgia and coastal regions, the teleconference had only minor technical problems. Area librarians were later assigned to view cassettes of the program. *Nancy Hove and Ella Yates, coords.*

AUSTIN, TEX.—The main receiving site, farthest from Maryland, drew 200 in bitter weather. Live interaction with one Maryland panel was a "novel experience" for many. Local experts provided further information for the hardy. In general, "a success." *Kay Franklin, coord.*

BIRMINGHAM, ALA.—Following a write-up in the *Birmingham News* (and publicity aid from educators Maree Blackwell and

Bouncing off a NASA CT satellite to overcome the earth's curvature, an ALA signal (of Bill North) travels from its originating site in Owings Mills, Md., to "dishes" of various sizes as far away as Austin, Tex. (below).

Florence Monroe), 150 persons from a wide area registered for the teleconference. Phoned-in questions were hard to hear, but the two-way participation was "an exciting experience to us all." *Ruth Waldrop, coord.*

COLUMBIA, S.C.—"Most of the audience of 50 enjoyed the conference. The 14 questions they submitted addressed important issues, and they responded to the event as though they were actually there at the Owings Mills studio . . . a fascinating effect to observe. The telecast was solid in concept and good-to-excellent technically." *Charles Curran, coord.*

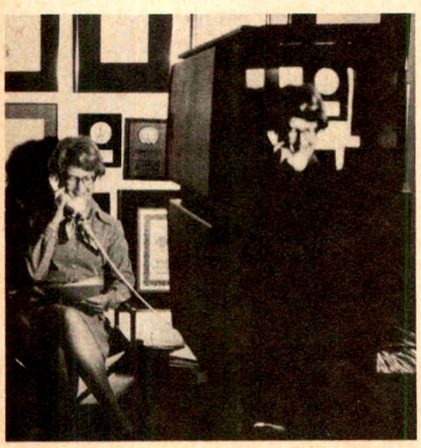
GREENBELT, MD.—Heavy snowstorms foiled about half those who had reserved places at the teleconference. The 45 who showed at the Goddard Space Flight Center enjoyed good video reception, fair audio. The content was considered best for copyright novices. *Leah Nekritz, coord.*

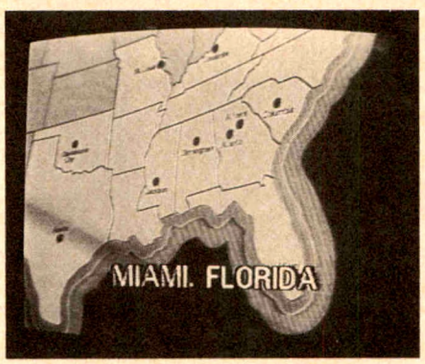
HARRISONBURG, VA.—Some 45 librarians and educators came from impressive distances and viewed the teleconference on an Advent large screen. The next afternoon, an enthusiastic WVPT beamed the conference to its entire viewing area. *Mary Haban, coord.*

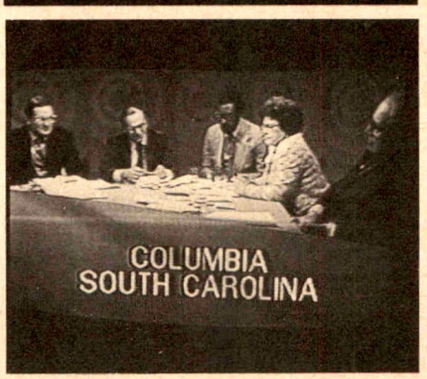
JACKSON, MISS.—It was a first for the host Mississippi State Educational TV as well as for the 100 persons (including an *American Libraries* editor) who showed; the teleconference gave MSETV the chance to use its 10-foot satellite disc to bring in a remote program to a live audience. Except for a one-minute loss of color and vertical hold, the show went smoothly. *Jack Mulkey, coord.*

MIAMI, FLA.—It was audio only in Florida, and an interesting sub-experiment. Video equipment was not readily available, but

Participants in Jackson (below) and Greenbelt (rt.) are on the air live with questions for the studio panel.







lack of picture proved no problem for 35 library representatives taking notes and those calling in questions. Participants favored more phoned-in questions in future programs. *Edward F. Sintz, coord.*

NORFOLK, VA.—Fifty participants came from a 100-mile radius, and WHRO reran the telecast for an additional 15 people two days later. All types of libraries were represented. The audience "liked the quality of the response to the questions, but were not always happy with the content provided by the new law." *Howard Ogden, coord.*

PENDLETON, S.C.—South Carolina split the telecast between eight sites, one of them here. The ten participants were generally pleased, but a pair of interference bands marred the picture. *Stephen Walter, coord.*

ST. LOUIS, MO.—The high-quality telecast on Feb. 7 drew 50 participants; another 60, mostly school officials, attended retelecasts the next two days. The first group included lawyers, publishers, and other nonlibrarians, some from Illinois. *Paxton Price, coord.* □

Credits: 192—NASA. 193—(clockwise) Md. Center for Broadcasting; same; NASA; Okla. County Metropol. Library System; Tex. State Library. 194—TV photos and lower left, *American Libraries;* rt., Prince George's Community College, Md.

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COMMENTARY

Put Controversial Books in Adult Section

With disgust I read your "In the News" item regarding *Our Bodies, Our Selves* (*AL*, Jan., p. 21).

The book itself may or may not be offensive. I have not read it.

What is highly offensive is the arrogance of *some* professional colleagues in such situations. They seem to take delight in antagonizing the public, parents in particular. Consideration, common sense, and/or discretion seem to be utterly lacking in these people.

Placing such controversial titles in the adult collection would avert such confrontations. Everyone would win. The books would be available. The objections of parents to their inclusion in the YA collection would be respected. Staff would be protected. Public relations would be in a much healthier state.

Making such books available is one thing. Insisting that they appear in YA collections is another. We serve the public. The public pays the bills. It is time some of us recalled that. It is time some of us stopped forcing our standards, or lack of same, on the public we are intended to serve. Otherwise, the backlash I foresee will set libraries back 25 years.

The choice is ours.

Ronald W. McCracken, 1972
Grolier Foundation Award recipient

On "Contemporary Black Librarian"

I write in response to the feature in the February issue of *American Libraries* (pp. 81–86) highlighting the achievements of several black librarians. I was disturbed not because these people were recognized but about the title assigned the article and the format used.

AL should serve as the organ to note significant contributions to the profession by any librarian with no restriction to singling out a particular race. This emphasis on contemporary black librarians should not serve as a precedent in having articles appear about librarians of other minority status. Let's continue to acknowledge the talents of the many people who contribute to the growth of the profession without retarding the progress we have achieved in attracting people to pursue librarianship regardless of racial identification or by labeling.

Julia Gelfand, Reference Department, University of Denver Library

Questioning of Motives

Until I read the introduction to "Contemporary Black Librarians" (*AL*, Feb., p. 81), I did not know my motives were incorrect. I have in the past encouraged, nagged and, according to some, intimidated individuals to exceed their own expectations of themselves as librarians. This I have done, I hope, irrespective of the sex, race, or cultural background of individuals. I did not know that in some instances, at least, what I should have been doing was encouraging individuals to be role models for black youth.

Since I am not black, I do not know how to encourage individuals to be black. What I hope I can do is to encourage individuals to be the best possible librarian.

Vern M. Pings, Director, Wayne State University Libraries, Detroit

AL Promotes Brother/Sisterhood

Warmest and most earnest congratulations to you and your staff for the outstanding "Personalities Plus" in the February *AL*! I venture to say, "It is about time."

Many of the differences voiced by ALA's minority librarians (to the wider membership), concerning issues such as *The Speaker* or lack of upward mobility, may have been tempered or resolved through cooperation and comradeship many years ago had the editorial foresight to use *AL* as a forum to promote brother/sisterhood within the membership been exercised. Let's just hope "Personalities Plus" is not too late or misconstrued as "appeasing" to minority librarians.

The controversy generated and illuminated since Detroit has hurt the Association and the membership. I contend that there is a need to do the difficult things today and that there are no impossibilities. With the aid of editions such as *AL*'s, we can continue with our efforts to mold a unified strong membership and greatly reduce the over (and under)-the-table jawboning.

Wilton E. Burwell, Placement Coordinator, Placement Referral Center, Massachusetts Board of Library Commissioners, Boston

Acronymophobia Fells ALAer

As a *former* member, let me reveal that one of the chief turn-offs that drove me away from the fold was the dizzying array of organizational acronyms that I had to try to cope with in order to follow ALA's goings-on.

Perhaps a first step toward remedying this runaway situation could be to form the ultimate committee: the Committee for Restraint of Acronym Proliferation.

It might be worth a try. . . .

Charles P. Rufe, Assistant Librarian, Waynesboro Public Library, Waynesboro, Virginia

Refreshing to See Less Familiar Names

As a black librarian, I offer my congratulations to you for a commendable effort in enlightening your readership to the diversity of services, philosophies, and personalities which exist among blacks within our profession. *American Libraries* has shown that there are outstanding and dedicated librarians in every branch of library service.

It was indeed refreshing to note that you did not fall into the familiar pattern, especially where minorities are concerned, of using the same individuals whose names have appeared throughout the literature, at professional meetings, and in conversations time after time, but chose to include some of the less familiar and equally competent names from among our ranks.

I do hope that this type of presentation will be exemplary of what our profession can expect from its professional journals.

George M. Martin, ACRL-Mellon Intern, James Branch Cabell Library, Virginia Commonwealth University, Richmond

Roberts Answers Challengers

I appreciate the responses in January's "Commentary" to the interview in "Media Minded" (*AL*, Nov. 1977, pp. 540–45). Positive or negative, they are helpful to the dialogue which must take place on the "bete noire" of library censorship.

As a person who was trained as a "printist" and who is inclined toward "printism," I appreciate Nancy Bailey's remarks (Jan., p. 7). We just have to keep in mind that Plato's *Republic* did not start out as print, and that if a film of the allegory of the cave comes along which is valuable to the concept of the work it may be important to add it to a collection. My decision to go into distribution fulltime (after having worked for several years as a part-time consultant for Pyramid) was the result of my CLR study and of my subsequent awareness that the holdings of nonprint media in our country are a national disgrace.

Ed Peltier's "anger and dismay" are justified in part. The interview format (which I prefer because I would rather work in media than write at this point) does tend, in a sense, to juxtapose and scramble information. I took on an area of censorship previously neglected by the profession (i.e., technological censorship: the censure of an image or sound by projection, amplification, etc.) and this is one of the areas in which the Boston Public Library is vulnerable. It is not pleasant for a library to be Exhibit A in a new focus on censorship, nor is it comfortable for me to make known the problems of a fellow professional for whom I have a great deal of respect. The details Ed Peltier refers to are covered in the CLR report (available from ERIC) or in the tape recording which I have and will make available.

I have sent some information to John Lolley about ACT (Action for Children's Television), for it will be the active work of librarians in the field of children and television which will enable us to do our late 20th-century work. Several fine pediatricians have given excellent ideas on how to work with television and children creatively. The answer is not to deny the riches of this medium in our public library environments.

It is nice to know that a nonprint collection is being built "by design" in Atlanta, because that is not the case in almost

every other library in this country. Collection development still obviates nonprint in most (not all) instances, and every other aspect of our services follows. "Audiences" are not the ultimate test; individual access is.

To those who caution me on tone, vocabulary, and such, I can only say that censorship is censorship, that I do not seek to offend but to awaken. The shift in personal and societal communications went from print to electric/electronic at the turn of the century. Seventy-eight years later we are still so print-bound (no pun intended) that we cannot function in the information environments of our nation.

DON ROBERTS, Pyramid Films,
Minneapolis

Mindanao U. Needs Books

Here in the beautiful tropical island of Mindanao, Republic of the Philippines, is the Central Mindanao University, located in the mountainous region of Bukidnon.

Three thousand students are using a library with insufficient number and quality of books. Most books used here are in English. Do you know of any libraries which might like to donate surplus books of good quality to the CMU library?

This is the best kind of "foreign aid"—to help others to help themselves. It is a crime to destroy books not being used, when here they will be used until they are worn out.

KERMIT H. ADAMS, World Bank
Consultant, Central Mindanao
University, Musuan, Bukidnon 8213,
Republic of the Philippines

Video Services in Leon County

A short article in the February issue (*AL*, p. 70) refers to a new program at Anoka County (Minn.) Library—the circulation of ¾" video equipment. I would like to congratulate Anoka County. . . .

The article emphasized my own concern about a general lack of recognition by public libraries and library associations of the use and usefulness of the video medium. It is symptomatic that William Asp, OPLIC director, would be unaware of how video is presently being used in libraries throughout the country, and that *AL* would also apparently be unaware.

Libraries *are* using the video medium. Libraries *are* very successfully checking out video equipment in a broad range of formats! In Leon County, we began checking out our ½" portable video equipment in November 1975. We have expanded our circulation program to include ¾" equipment, and the cameras, monitors, special effects generators, and audio equipment necessary to execute a remote studio production. All this equipment is checked out free of charge to any library card owner over ten.

Since most patrons are unfamiliar with the operation of video equipment, we regularly provide workshops instructing them in its use. Furthermore, we have been able to serve patrons by providing ½" cassette and 1" equipment owned by government and private agencies, and on occasion 2" broadcast tape and film facilities.

Perhaps the Anoka County Library article will motivate those of us who have been using video to add to the list of our priorities formal communication with general library publications. I would also hope that these publications would seek out information on video programs and the needs that they are meeting. I might suggest as a beginning research point the ALA/ISAD/VCCS *Survey of Library Video Resources, 1977*, in which 97 libraries (many of them public libraries) responded "yes" to the question, "Do you check out production equipment to patrons?"

ANNE M. JOHNSON, Video Coordinator,
Leon County Public Library,
Tallahassee, Florida

Caribbean Voices

I attended the IFLA gathering in Brussels (my third) and endorse most of what Boyd Rayward said in *AL* (Dec., pp. 606–14.) . . . But I reject the editor's declaration that the debate on languages absorbed "the whole meeting" at the inaugural session of the Caribbean-Latin American section. Further, IFLA Vice President Campbell pointed out that Spanish is not an official language in IFLA because so few Spanish-speakers pay dues; is that "red tape?" By the way, half or more of those present were black women from Caribbean libraries, *speaking English*.

SIDNEY L. JACKSON, Profesosr, Kent
State Univ. library school □

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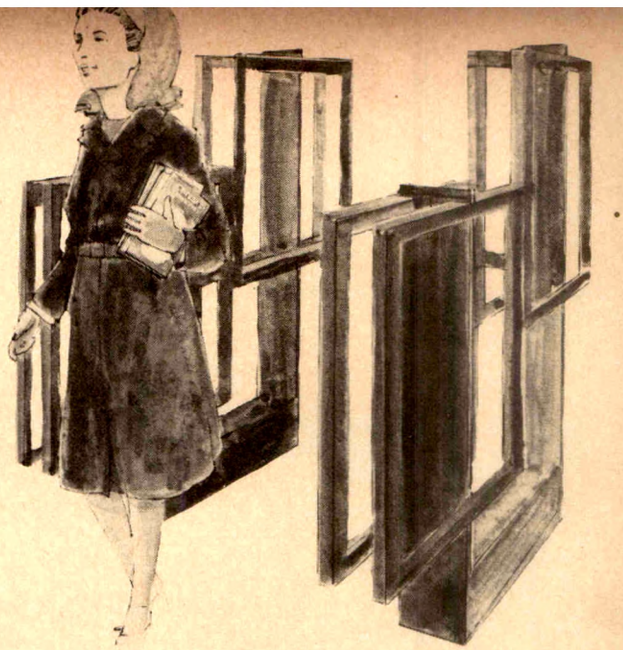

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ACTION EXCHANGE

Academic librarians teach library skills to high school students

Q. Do any academic libraries provide library instruction to high school students? *Susan Lindgren, Reference Librarian, Bailey Library, University of Vermont, Burlington* (*AL*, Jan., p. 30).

A. Local high school groups are welcome to contact the Reference Department of the University of Dayton Library to arrange for bibliographic instruction. Most often, they are English honors groups working on term papers. The standard instruction we give our own freshman composition classes usually fits the needs of the high school students.

The program consists of an illustrated lecture, using slides keyed to subject areas, and an orientation tour through the reference and periodical areas.

The library doesn't advertise the program in the high schools, so the 7-10 schools that do contact us are usually the satisfied repeat customers. *Tom Rohmiller, Reference Librarian, University of Dayton, Ohio.*

A. At SUNY/Albany we have provided some library instruction to the high school classes of histlish, an 11th and 12th grade course combining history and English and involving students in independent research. I confer with the teachers about research topics and, at the high school, show two slidetapes and provide an orientation to our library and its services as well as a search strategy.

Then when the students come to the library on weekends and evenings, they have a basic understanding of what to do. I try to alert our reference librarians to be prepared for them.

I have noted that academic librarians are interested in the instruction provided by high school librarians. I recently hosted an informal afternoon discussion of instruction problems for 25 college librarians, and we plan to have a similar get-together soon with high school librarians in the area. *Anne Roberts, Associate Librarian, Coordinator for Library Instruction, SUNY/Albany, New York.*

A. Georgia State University's Pullen Library in Atlanta is offering a seminar/workshop on "Effective Bibliographic Instruction" for high school and junior college librarians and media specialists in the 15-county metropolitan Atlanta area on May 2. This conference will bring high school and junior college librarians together with GSU librarians and faculty members to discuss our methods, program development, and the possibility of cooperative programs. *Pamela Cravey, CLR/LSEP Project Librarian, Reference Department, Georgia State University, Atlanta.*

A. One high school teacher who was an adjunct faculty member here has been bringing her physics classes to our library for several years. I introduce them to library materials that will be useful to them.

Last fall a graduate student who teaches at Vero Beach High School brought a new chapter of the Junior Academy of Science to learn about our library and how to use it. The students continue to come in after school and borrow materials through interlibrary loan.

Last year I took my library instruction materials to the high school and taught a combined group of advanced students. *Joan LeMosy, Head of Reference Services, Florida Institute of Technology Library, Melbourne, Florida.*

A. Library instruction of high school students is alive and well at California State University in Long Beach! Last November, some 75 students from the Long Beach PACE (Program for Additional Curricular Experience) visited our library. We gave them comprehensive guided lectures in small groups to introduce key resources and facilities, and then presented courtesy cards so that they could use the library in the future.

The library's Information and Instructional Services Group designed the guided lectures to help the students be aware of and feel comfortable with the building, its services, and the librarians.

As the PACE students toured, the library seemed charged with the spirit of "If it's Tuesday, this must be Belgium." It was noisy, yes, but not congested. And it was exciting and exhausting for all involved. *Sarah Watstein, Librarian, California State University Long Beach.*

OVER TO YOU

Q. For a research study of conservation needs in different climates, I am making a comparison of the condition of copies of the same book stored in medium, hot-wet, and hot-dry climates. If any libraries in the American Southwest have books published in 1850 or earlier that have been stored in a desert-type environment would they please write to me? A book used in this research would have to be expendable for experimentation. *Helmut Bansa, Bayerische Staatsbibliothek, Munich, Germany.*

Q. The school/public library debate (*AL*, Jan., p. 29-30) is apparently stimulating questions about firehouse/public library combinations. I know of only one, in Waterloo, Nebraska, and would like to learn of others and how they are working out. What are the pros and cons of operating a public library in a firehouse? *Don Hammer, ALA Library Administration Division.*

Please send replies to ACTION EXCHANGE.

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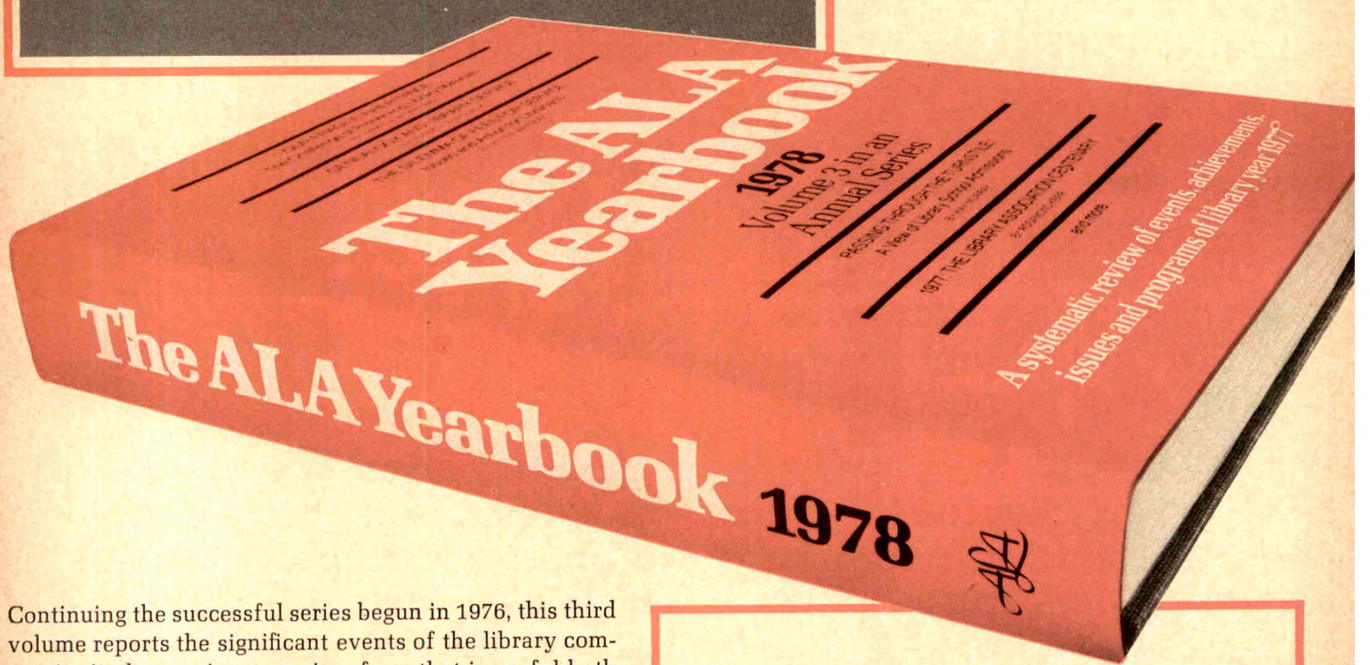

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by Pamela W. Darling, Head of the Preservation Department, Columbia University Libraries

A review of the state of the art of preserving valuable and irreplaceable collections housed in libraries throughout the world—major disasters that threaten them, including floods and fire, and the slow deterioration and decay caused by humidity, acidity, insects, molds and other perils.

Genealogy and Library Service

by Russell E. Bidlack, Dean, School of Library Science, University of Michigan

A review of the pressures put on libraries and the greatly increased demands for service in the post-*Roots* period, and how libraries are coping with or failing to meet those demands.

Passing Through the Turnstile: A View of Library School Admissions

by Kay Murray, School of Library Science, University of North Carolina

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The Dilemma of Fees for Service: Issues and Action for Librarians

by Peter Watson, Reference Librarian, California State University, Chico.

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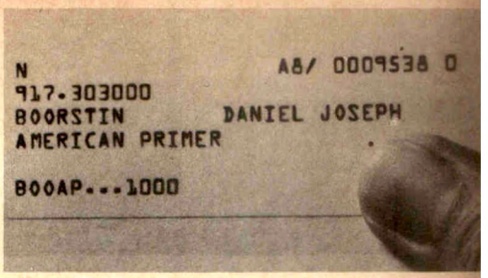


An Avery 5623 Tabulabel, read by an OCR wand, contains circulation and inventory identification, including book serial number.

Granting Amnesty and Other Fascinating Aspects of Automated Circulation

A Review of Recent Developments for Non-Experts

by Barbara Evans Markuson

Two major groups watch the ever-changing scene in automated circulation. One group watches just to keep abreast as interested professionals. The other watches because its members plan to upgrade or implement automated circulation. The first group wants to know, "What's going on?" "What's new?" and "What are the major issues?" The second group is absolutely merciless and wants only to know, "What's the best, most reliable system available at the lowest cost?"

The journal article is hard put to satisfy the former, and shouldn't even attempt to satisfy the latter. This brief review will cover some general developments in circulation technology, vendor and network approaches to circulation, problem areas, and some hints on system procurement. It will not cover all the details of specific systems, which may be had in abundance from the vendors, and eventually are examined in the literature of technical services.

It should be remembered that some developments are tentative, some appear to be copywriter's fancy, rumors abound, and local system are rarely reported while under development, so that an author can hardly hope to deliver a perfect state of the art. And the best system for a given library depends on so many local factors that only detailed analysis can support the ultimate decision.

With these necessary caveats, let us proceed.

Barbara Markuson surveyed "Automated Circulation Control Systems" for *Library Technology Reports* (July-Sept. 1975). A librarian specializing in networks and systems of various types, she is executive director of the Indiana Cooperative Library Services Authority (INCOLSA).

From Chain to CRT

Little did librarians realize the troubles they were making when they gave up the chained book. Chaining books provided integrity of inventory control, guaranteed on-premises accessibility, eliminated overdues, and, in general, contributed to the well-being of the public service staff. Once the chain was severed, we began ever so imperceptibly to meet more and more user demands. We added to our repertoire variable loan periods, charge-out to carrels, reserve collections on one-hour loan, interlibrary loan, and even taking holds on books out on loan. Our generosity has expanded to the occasional violation of our own rules; for example, overlooking a fine, which the computer types have termed "granting amnesty" (a coinage suggesting that the alternative is death before a firing squad).

Librarians have almost never been satisfied with circulation operations; users are perhaps even less happy. The reason is readily apparent. As more and more flexibility was allowed, as collections and systems grew, management almost inevitably failed to allocate commensurate resources. Thus our goals of security, accuracy, and reliability of inventory control and speed of service were not achievable by available resources. I mention this because there is hardly a service offered by an automated circulation system that could not be had in a manual system, *if we were willing to expend the necessary resources.*

In a real sense, then, automated circulation systems are the *first* circulation systems that begin to meet the unrealized goals we aspired to at a price we can begin to afford.

This article starts, therefore, with the unquestioned assumption that a well-designed automated system, installed with proper planning and preparation, not only will result in an operation better than the manual system it replaces, but one that will finally allow the library to deliver *good* service from its collections.

Although relatively few libraries have automated circulation, new developments in packaged systems, faster collection-conversion techniques, and network initiatives will combine to make it the major automation growth area during the next five years.

Technological Underpinnings

The minicomputer is the technical development most basic to satisfactory, wide-scale automation of circulation. The price, flexibility, and sophistication of the mini made it the first computer satisfactory for library processing that could be purchased at a reasonable cost,

operated in a library environment, and run by library staff. Not only has the mini had an impact on locally developed systems by freeing the library from the real or imagined evils of the parent organization's central computer, but it has been the basis for the packaged, vendor-developed system and is now becoming the basis for distributed (i.e., with decentralized computers) circulation networks tied into a large bibliographic data base.

It seems almost as if minicomputer manufacturers take their clues from Detroit, for just as Detroit annually announces that its compacts have increased head-and-leg room and larger wheel bases, the minis are also growing. Early minis could hardly support an online circulation system for a medium-sized library without tight programming and partitioning files into active/inactive status, i.e., online and offline. Recent minis are large enough so that, for many libraries, not only circulation but such additional functions as online patron inquiry or online catalog functions can also be supported.

Following the mini in technical impact was the development of small, coded, adhesive identification labels which could be machine read or scanned. This eliminated the host of problems associated with the error-prone keying of each transaction or the use of the punched card for item identification and punched reader badges, which, in addition to getting folded, spindled, or mutilated could get lost or misplaced. Librarians benefited as manufacturers and retail stores switched to use of bar-coded and OCR (optical character recognition) inventory control systems. The bar-coded identification appears on such common grocery items as the Swanson Clear Chicken Broth in my pantry, bar-code label number 5 1000 02431. The wealthier among you may examine the bottom of your bank checks for an example of OCR codes.

For various technical reasons, these codes do not lend themselves to call-number recording; hence, the use of a random identification number for item control is a feature of new circulation systems. Both types of codes can be rapidly read with a lightweight, hand-held reader. Portable readers are also available with some systems. OCR characters can be produced by special printers, by computer line printers equipped with special OCR print trains, or by typewriters equipped with OCR fonts. As a result, the OCR user generally has more flexibility in obtaining machine-readable data than does the user of bar-code labels. Also, due to the more stringent technical requirements for printing bar codes, the OCR user has a cost advantage as well.

Among other technical developments supporting automated circulation are CRT (video or TV-like) display terminals, various printing devices suitable for producing date-due slips and fine receipts, and the interface equipment that allows terminals in remote locations to be connected via telephone lines.

Recent Advances

Some interesting equipment has been developed for special purposes. The University of British Columbia Library and Epic Data jointly developed a terminal to solve the problem of transition from an older, punched-card system to a machine-readable label system. The terminal, which they developed to read both punched-card and bar-code label input, is marketed by Epic Data, Richmond, B.C.

CLSI, Inc. is showing a " touch" CRT Terminal. Touch terminals, which have been used in business management applications, are activated by touching the screen rather than by operating a keyboard. The system displays the choices available to the user and the user actually touches the appropriate response. This terminal, currently more expensive than CLSI's keyboard CRT, may be just the thing for users and staff whose touch is more accurate than their type.

It should be noted in passing that a laser label-reading device has been in use for some time at the University of Texas/Dallas Library. The device appears to have worked very well, but Innovated Systems, which developed it, has not pursued the library market aggressively. Since it appears that one of the firm's principal markets is oil companies, we might all concur with this marketing decision.

Small, self-contained, integrated computer systems, called small business computers (SBC), have been developed to meet the needs of small business and office automation. In one integrated desk-size unit, a single system might include the computer's central processing unit, the operator console (terminal), a small CRT display, a printer, and disc storage. Removable disc files are on floppy discs which look rather like a limp, flexible phonograph record. These systems can be purchased from about $20,000 to $30,000.

Circulation Institute Cassettes Available; Program Will Be Repeated in May

In lieu of published proceedings, the Library and Information Technology Association of the American Library Association is providing at cost audiocassettes of papers given at a December 1–2, 1977, institute in Dallas on "Automated Circulation Systems."

And in response to many requests, the institute will be repeated May 3–4 in Philadelphia. The same program will be presented, and all vendors of commercial automated circulation systems will demonstrate their units. For registration details, contact LITA at ALA HQ.

Recorded directly from the microphones without editing, the price of the cassettes to LITA and LAD members (LAD was the cosponsoring unit) and to all registrants present at the institute is $3.10 for 90-minute cassettes and $2.45 for 60-minute cassettes. For all others, the price is $3.50 for 90-minute and $2.70 for 60-minute cassettes.

The full set of the Dallas talks (seven cassettes) is priced at $16.30 for registrants and LITA and LAD members. For all others, the price is $18.

Order from the Library and Information Technology Association, 50 E. Huron St., Chicago, IL 60611.

The speakers and their topics are:

Hugh C. Atkinson, director, University of Illinois Libraries, "The Circulation Function, a Results-Oriented Review," (90 min.).

Michael Bruer, associate university librarian, New York University, "The Investigatory Phase; Methodology for Selecting and Evaluating an Automated Circulation System," (90 min.).

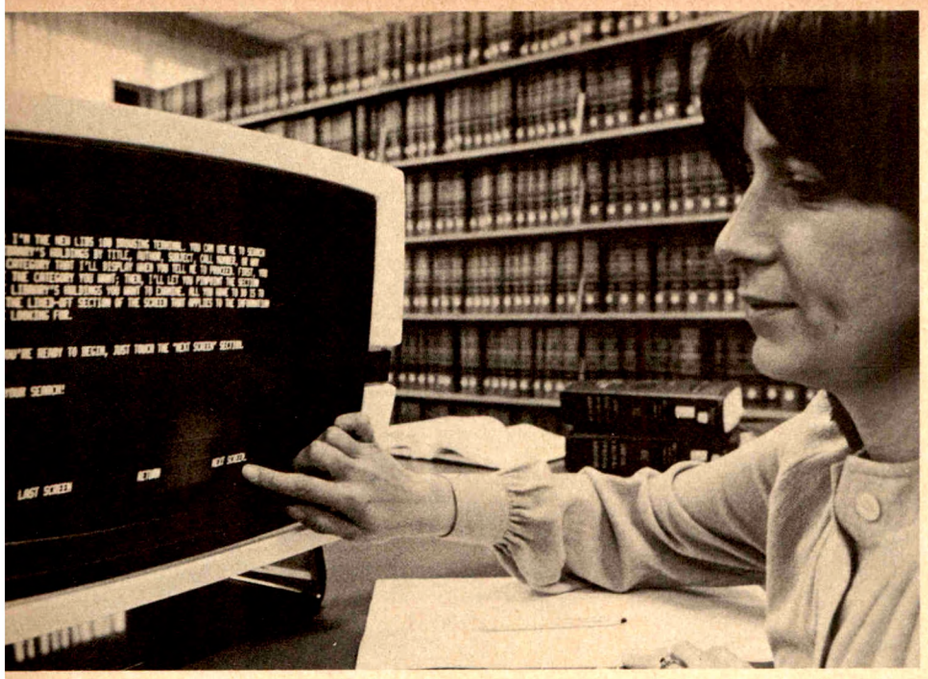
Judith Corin, associate university librarian for planning, UCLA, "To Buy or to Build; Generic Features of Turnkey Systems," (90 min.).

Patricia Barkalow, director of technical services, Brunswick (N.J.) Public Library, "Generic Features of Internally Developed Systems," (90 min.).

Phillip L. Long, Phillip Long Associates, Inc., "Networking; Intercommunication Aspects of Automated Circulation Systems," (90 min.).

Roger L. Funk, assistant director, ALA Office for Intellectual Freedom, "The Privacy Issue, Computerized Information Access and the Citizen's Rights," (60 min.).

Michael O'Brien, director, Oak Lawn (Ill.) Public Library, "Implementation, Site Preparation, Training, Record Conservation, and Operation," (90 min.).



With a few touches of a finger, a patron accesses materials on CLSI's new LIBS 100 Browsing Terminal's touch-sensitive screen.

The first use of SBC technology I am aware of for circulation is a locally developed system, using an IBM 32, operating in the University of the West Indies, St. Augustine (Trinidad), Library. At least one American vendor is believed to be pursuing a similar development.

These small systems could provide an answer to automation of circulation in small libraries of any type where transaction rates are low but where automated control is desirable.

Systems are not comprised of hardware alone, and software (computer program) developments have also had an impact on circulation. Some vendors and libraries tend to write specialized programs for the entire system, but the trend seems to be toward use of commercially available generalized data management and operating systems. This approach should mean more rapid system development and more favorable development costs. It may also improve long-range system maintenance, since these data management systems are common to nonlibrary systems as well.

Although hardware and software technology has allowed development of systems more attuned to circulation functions, the downward trend in price has also played a part. The report *Automation and the Library of Congress* published in 1963 describes a proposed circulation control system with a cost for hardware alone of nearly a million dollars. At least two vendors could deliver a comparable system today, including both hardware and software, for about a third of the cost. The proposed system did not make use of CRT terminals, which were reserved for the cataloging subsystem. These devices, then largely laboratory models, were costed at about $50,000 each. I think we can all agree that at the 1963 prices there would be few CRT-terminal circulation systems in use today. Programmers in 1963 were costed at $8,000 per annum. The downward trend in hardware and the upward trend in labor costs have provided one of the major reasons why automation of circulation makes economic sense for many libraries.

Are the New Systems Obsolete?

Despite these good reasons to automate, many will wonder whether there might be a technological breakthrough just around the corner that would make a currently available system obsolete. It is true that if one had completed a punched-card system just as computers came along, or had invested in a computer-based, batch-processing system using punched-card readers just as minicomputers and coded labels arrived, the resulting system would have been based on outmoded technology.

Because vendors face this problem, too, one way to try to gauge the state of the art is to observe what the newest vendors on the scene are selling. However, the real question ought to be, "Will I get my money's worth out of a system, based on the current state of the art, despite potential new developments? If a system is at the *current* state of the art, is readily expandable in terms of added storage and terminals, and is cost-effective over a five-to-seven-year period, that is about all the certainty one can expect in this uncertain world.

Generally speaking, the data-processing world is more conservative than one might think. Not all technological breakthroughs make it in the marketplace because of the enormous current investment in equipment which must be reasonably compatible with new devices. Work is underway on voice-recognition systems, and one could envision a future circulation system in which clerks read out call numbers and patron IDs. If high-density videodisc recording takes hold and lives up to some of its advanced publicity, patrons may well be checking out whole sections of the library rather than just individual items.

Overall, for automated circulation the more important developments are less likely to be technical breakthroughs than marketing approaches and network initiatives that will greatly expand the number of libraries to be served from a central system.

Circulation, like automation of cataloging, is a library function which has always attracted the attention of vendors, library cooperatives, and individual libraries. Each of these groups is playing a vital role in providing better answers to circulation control. A brief review of the developers of systems follows.

The System Developers

There are four basic ways to acquire an automated circulation system. Buy one, share one, build your own, or transplant one someone else built. All approaches require careful planning and all approaches have their success stories and some tragedies as well.

Vendor-developed systems have had a reasonable success, for although the purchased system may still be a pig in a poke, at least it will be some sort of pig. Purchasing a system frequently increases the possibility that a system of known capability will be delivered within the target date plus a few months for a given sum of money. Since librarians understandably like to minimize risk, purchased systems have become popular.

Purchased systems are generalized systems designed to meet the needs of the majority but providing flexibility, within limits, to handle local variation. The attempt to turn a purchased system into a custom-made system can be a pitfall for library and vendor alike; both can lose their shirts, the latter perhaps actually, the former probably only figuratively.

Asking a vendor to program custom features puts the library in the same risk situation as does local development: it is difficult to know what will be deliv-

Cincinnati Electronics' Staff Terminal and Circulation Terminal can be interconnected.

ered, when it will work, and what it will cost. The best way to start may be to identify the generalized system that meets the majority of your most important needs. If you still feel that the unmet needs make the system undesirable, you may want to build your system locally.

Vendor circulation systems are increasingly being described in global terms. Literature on packaged circulation systems was available at ALA Midwinter 1978. One piece described a system in which "information on inventory, acquisitions and cataloging, networking, full file inquiry, and many other library activities are at your fingertips." Another was said to support "modules for circulation control, book acquisitions, materials booking, and payroll handling." The latest trend is to treat circulation as a special aspect of catalog inquiry or else to treat cataloging as a subsystem of circulation—I'm not certain which.

At any rate, circulation systems are described as providing subject access, authority control, public access, and various other catalog functions. The library will perhaps want to clarify whether it is in the market for a circulation system or an online catalog system, or, if both, whether the proposed systems can handle so many functions.

Restricting our inquiry to typical circulation functions allows us to state that most packaged systems can handle most circulation functions, although the successful handling of academic reserve-book collections still remains an area the library must investigate very carefully. Whether these systems can be extrapolated successfully to online catalogs remains to be seen and almost certainly deserves scrutiny. But the major vendors all offer systems which can handle overdues, place holds, compute fines, print overdues, and perform such circulation functions. Where vendor offerings differ is in the method by which these functions are handled—and by the overall marketing approach, system expandability, and cost.

The vendors also differ in the degree of continuing system support they provide. Since it is obvious that the vendor must charge for each service to continue as a viable profit-making organization, these support services are reflected in system costs, and the library must evaluate their importance.

Some Vendors

Space does not permit a full review of the operational characteristics of vendor systems and equipment. Also, several vendors are not mentioned here. Citation of or failure to mention a vendor implies neither a positive or negative opinion. Each vendor approach and product has merits and benefits depending upon the particular library situation.

The technical design of systems is increasingly complex; therefore, it is recommended that librarians seek expert technical consultants to check out any questions about competing technical designs offered by vendors. The library should know whether the technical design supports the vendor's claims of response time, growth, file size, terminals supported, and so on, and it is unlikely that this expertise will be available on the staff. [*See also Richard De Gennaro's advice, following this article.—Ed.*]

The Gaylord circulation system is designed as a vendor-operated circulation network. The local library has circulation-inquiry terminals and a minicomputer which together handle all local transactions; each evening the local minicomputer is updated from the central computer system at Gaylord headquarters. The central computer prints out fine notices, statistical reports, etc. The library cannot access the central computer but has online access to its own mini, which provides item control only and does not support author and title inquiries. These inquiries are handled by searching frequently updated microform listings.

A unique aspect of the Gaylord system is the use of a common central data base for all libraries and a common item identifier for each title regardless of the

A librarian checks out materials on Systems Control, Inc.'s automated circulation unit.

holding library; this minimizes central storage requirements and, according to Gaylord, facilitates local conversion, since many records will already be in the central file. Although the library still has a minicomputer to maintain locally, the purchaser of a Gaylord system will be relieved of many tasks that are performed centrally. The library pays a transaction fee for each item processed in the central system. The Gaylord system is currently the most centralized of any vendor offering.

CLSI, Inc., provides an independent, stand-alone minicomputer system coupled with a highly centralized system-support service. CLSI programs are written in a proprietary (vendor-owned) language, its equipment and software are sold as a "bundled" package, and it provides a complete range of support services for an annual maintenance fee. Among these services are continuing program and system enhancements, trouble shooting, equipment maintenance, and training. CLSI customers meet in various user groups throughout the country, and CLSI publishes a newsletter.

Two major new entries into the field, Systems Control and DataPhase, take a different approach. These vendors use nonproprietary program languages and standard equipment, and they provide the customer with detailed system documentation so that local system maintenance and enhancement are possible. Hardware maintenance is provided by the equipment manufacturer's regular maintenance crews. The vendors do provide support for system and software aspects. DataPhase describes itself as a staff "on call 24 hours a day, seven days a week. Through use of portable terminals, we can have immediate access to your programs to quickly correct any problems."

The 3M marketing approach falls somewhere between those of DataPhase and CLSI. Both 3M and Systems Control have terminals that can only be acquired through them, but other equipment may be purchased either from them or from the manufacturer. 3M also uses the manufacturer's service bureau, but this service is contracted through 3M rather than directly with the manufacturer—as is the procedure with DataPhase and System Control.*

Universal Library Systems, Ltd. (ULISYS), a Canadian firm, specializes in system design and software for automated circulation systems. This recent entry into the field, with installations at the Phoenix Public Library and the Cariboo Thompson Nicolsa Library System (Kamloops, B.C.), sells a packaged software system which can operate on a Digital Equipment Corporation PDP 11/34 or 11/70 computer. If the user already has access to these computers, ULISYS will provide software and other necessary services to implement the system, or will assist in total system procurement.

Cincinnati Electronics markets components for automated circulation systems. These components include the JRL 1000 Library Circulation Terminal developed by the University of Chicago Library, a portable data terminal, and a dual-code label printer which imprints labels with both bar-code and OCR-A data. This printer can also be driven by a computer. The device prints one line of bar code plus a separate line of OCR-A encoded information.

A company representative demonstrates DataPhase circulation equipment at Midwinter.

Network Developers

Library cooperatives and networks have long shown an interest in automation of circulation. A control circulation system provides a mechanism for resource sharing, particularly when cooperating libraries are in geographic proximity. Sharing of a minicomputer circulation system among members of a local cooperative has already proved feasible, and with the advent of minicomputer systems capable of supporting 50 or more terminals, such sharing is bound to increase.

Network developments are of interest because of their potential for integration of circulation with other shared network functions; for the possibility of member participation in development of system specifications; and for cost-sharing of system development and operation. Two networks have already announced plans to develop a network-supported circulation system.

From its early days, OCLC, Inc., has included circulation as a planned future service. Although no schedule of implementation has appeared, OCLC still plans to implement a circulation system. Systems design work is underway for maintaining member holdings records online, an obvious prerequisite for circulation.

The University of Toronto Library Automation System (UTLAS) network now serves 46 libraries and has expanded across Canada to British Columbia. Recently UTLAS announced its CIRC (Collection, Inquiry, Reporting, and Communication) system, which it describes as "an online catalog and circulation control system in a network environment." The system, said to be operating for preliminary functions, is expected to be installed at UT's undergraduate library in April 1978 and expanded outside UT by fall 1978, so that other UTLAS members can participate.

The CIRC system is a distributed minicomputer system. In Phase I, circulation minicomputers will be updated by batch processing of weekly tapes produced from the online cataloging and file maintenance system. In 12 to 18 months an online link is planned so that the bibliographic files in the minicomputer can be automatically updated as new cataloging and catalog-record updates occur on the central system. The first release calls for minicomputer ac-

*After this article went to press, the 3M Company announced (on Feb. 28) that it is withdrawing its library Inventory Control System from the market, but will continue to offer its special library terminals to circulation system builders. Library Systems Manager Graham Gurr said, "The advanced features of ICS make it higher priced than competitive systems, and the limited market for such an advanced system does not warrant 3M continuing in the business." 3M is discussing alternative systems with the pilot Princeton University and Arlington County Public Libraries.

cess by author, title, call number, and item numbers; a future release will add subject access.

The Washington Library Network plans to integrate its central cataloging system with automated circulation by use of a vendor-developed system capable of interfacing with output from the catalog data base. The DataPhase system has been selected for the first installation of what may become a statewide system. Tacoma Public Library is the test site.

Local Development

Local development remains an important component of automated circulation systems. Such systems can provide helpful information—often unavailable from commercial vendors—to others doing local systems work. They are potential candidate systems from which transplants can be sought; they serve as benchmarks to compare vendor systems and costs; and they test unique local solutions to problems.

Development of online circulation systems of increasing sophistication at Northwestern University, Ohio State University, and University of Chicago, to name but a few, have contributed advances such as user self-charging, expansion of user services, and, at Chicago, integration of circulation into a total systems development. On a smaller scale, the recent development of an online circulation system using a small municipally-owned computer and advanced OCR technology at the New Brunswick (N.J.) Public Library illustrates what can be done with good systems work even when resources are limited.

The Ohio State University system, which has already been transplanted once, is being replicated a third time at the University of Illinois. Plans call for the system at Urbana to be linked to the UI Chicago Circle Campus and to the Medical School Library in Chicago. Statewide access to UI resources will be facilitated through an online terminal located at the Illinois State Library.

Circulation has also been given a boost by the use of LSCA funds to develop local systems or help buy vendor systems. Some state libraries select a particular system to provide maximum compatibility and allow use of LSCA funds to help defray costs of local installations.

Because the stakes are so high, the competition has been fierce among vendors bidding for state and other large contracts. Consultant reports have prompted emotional charges and countercharges, some of the most vituperative of which have found their way into a few library newsletters and journals. None of these charges should be considered outside the context of a full and authoritative comparative study.

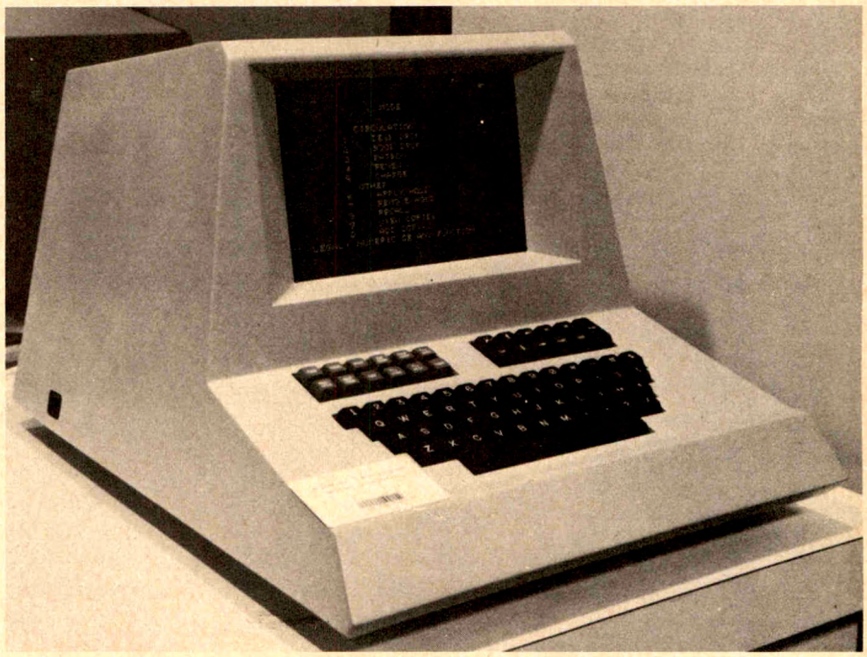
On Pros, Cons, and Conversions

This brief review of developments illustrates the complexity and activity underway in automation of circulation. There are good arguments pro and con on almost any point that can be raised. For example, is circulation a purely local function or a function best handled through a centralized network? Many observers argue strongly that circulation is local—why send local data over transmission lines to a central point?—and that networks couldn't cope with the loads. I believe that the case has yet to be made on either side, but predict that economies of scale will make network circulation services attractive for many libraries within the next decade.

Conversion continues to be traumatic, but, clearly, some help is now available. Tacoma Public Library reports that it is converting by use of a "model conversion process which is unique." TPL has loaded the Blackwell North America data base of 1.9 million titles into its minicomputer and is accessing the file via terminals at a charge of two cents per hit. Statistical sampling predicted a hit rate of about 80 percent for the 250,000 titles to be converted. Use of CETA personnel has also reduced costs significantly. A number of other libraries have managed to facilitate conversion by such vendor support services as offline search of printed listings or vendor search of online files.

Users Speak

Speakers at a recent ALA circulation institute agreed that automation of circulation did not necessarily save money, but clearly improved the library capability to handle greater workloads without increased staffing. Users of vendor-developed systems were generally, but not totally, happy. Some problem areas were failure of vendor to deliver system refinements on schedule, inadequate system capacity, inability to expand to larger number of terminals needed for system-wide use, and failure to provide reserve-book circulation support. One speaker noted that libraries generally fail to appreciate the properties of online files and have not planned adequately for conversion, data-base control, maintenance, and file integrity and security. Many speakers emphasized the need for the library to understand thoroughly what the vendor was offering. As one speaker put it, never let a vendor or consultant use the future tense; keep them to what can be delivered now.



The Keyboard/Display Terminal, part of 3M's Inventory Control System, has a simplified typewriter keyboard and TV screen used for detailed circulation inquiries.

Despite these problems, whether the speakers had developed or purchased a system, whether they were from a large or small library, none indicated a desire to return to a manual system.

Roger L. Funk, assistant director of ALA's Office for Intellectual Freedom, provided a philosophical and legal background on invasion of privacy. It boiled down to the library user's right to say, "It's my business what I read, if I want you to know I'll tell you." He argued for design of systems that protected this in-

Using an electronic wand, a librarian scans book and patron bar codes, storing the data in an IBM System/370 Model 125 computer.

dividual right to privacy, purged records identifying users as soon as feasible, and retained only essential information in historical files. He noted the worthlessness of a library information policy protecting users from invasion of privacy if there is no follow-up program to ensure that every staff member is aware of the policy, understands it, and implements it.

Hugh Atkinson, director of the University of Illinois Libraries, strongly supported this view, stating that system design should not allow search-by-patron, e.g., to discover all the titles in use by a given user, and calling this type of inquiry "information too dangerous to know." These strong views notwithstanding, some attendees considered such access essential, although they believed discretion should be used.

The potential of automated systems to infringe on individual rights needs study, along with why and for what purposes patron file searches are made.

Finding the Best System

Vendor competition results in a fair amount of pressure on any library in the market for a circulation system. Care should be taken to treat all vendors fairly, to provide them with identical specifications, and to try to eliminate as much as possible the comparison of "apples and oranges." On the other hand, if you plan to develop a local system, evaluate your chances of success as carefully as you would review an outside vendor: what is your track record for project administration, how good is the systems staff, how secure is the financial support, how firm is the schedule?

It is not fair to compare vendor performance to a hypothetical, ideal staff. Neither should you cave in to vendor pressure and the bandwagon dash to vendor systems if you cannot accept that the offerings are satisfactory. Plenty of evidence shows that local systems design can be good—and cost-effective.

Acquisition of a circulation system requires attention to many details. The rigor of selection may depend on such local requirements as mandatory competitive bidding. There is no excuse for the library staff involved in the selection not to understand clearly how all parts of the system work, what the cost will be, and, perhaps most important, the capability for growth. Frequently the low-bid vendor becomes the high-bid vendor when system-growth bids are included in the request, since the methods and ease with which systems can be expanded varies significantly.

Requiring vendors to bid against specific system requirements is a more satisfactory approach than ad hoc, off-the-cuff talks with sales and marketing staff, even when these are knowledgeable librarians or technical people. In recent competition for a public library system requiring 14 terminals, the bids from five major vendors varied almost $270,000 in initial acquisition costs, and by almost $300,000 when acquisition costs, annual maintenance, and hardware operating costs were calculated for the estimated seven years of system life. This illustrates the value of bids and the cost range in the market.

Good Background

The constantly changing circulation scene was noted earlier. Most surveys of circulation are technically outdated by publication date, but remain valuable for basic, unchanging guidelines. Readers interested in pursuing the subject in more detail should read four surveys: Markuson's "Automated Circulation Systems," *Library Technology Reports* (July-September 1975); William Scholz' "Computer Based Circulation Systems," *Library Technology Reports* (May, 1977); Paula Dranov's *Automated Library Cicrulation Systems, 1977–78,* Knowledge Industry Publications, 1977; and Liz Gibson's "Evaluation of Automated Circulation Systems," *California Librarian,* vol. 71, no. 3, 1976. Those interested in following an automated system procurement from system specification, bidders' conferences, and conversion routines to evaluation of bidder responses should write to the Tacoma Public Library, Tacoma Washington, for a copy of its January 8, 1978, press release. This release lists seven system documents available to other libraries interested in automation of circulation. Readers can use this material as a case history in system acquisition; but they can't project from the TPL decision the best system for their own library. It is the methodology that is of interest.

Cough It Up

If you plan to buy or develop a circulation system, plan also to spend some money on the decision-making process. A system on which the library may spend $150,000 to $300,000 is certainly worth some front-end funding. Don't begrudge money spent to learn. Build a collection of circulation reports, vendor literature, and data-processing management reports. Read. Travel. Attend conferences. Spend money to gather accurate facts about your local situation. Hire a lawyer. Develop good, clear system specifications. Be fair to all vendors —it costs them to submit a good bid and they deserve careful consideration. Hire a consultant, or, better still, a consulting team with a range of expertise.

In your quest for a totally integrated, functional, flexible, online, interactive, compatible, incremental, operational, user-oriented, and cost-effective automated circulation system—have fun, and good luck! □

Doing Business with Vendors in the Computer-Based Library Systems Marketplace

by Richard De Gennaro

Locked in an "uneven contest" with hard-selling vendors, librarians need help.

A growing number and variety of computer-based systems and services have come to dominate the exhibits at recent library conferences. They are being offered by networks, book jobbers, periodical subscription agencies, catalog card suppliers, online search service vendors, custom book and computer output microform catalog producers, catalog conversion specialsits, and online circulation system vendors, among others.

Some of these new products of computer technology are simple and cheap and easy to acquire, but others are extremely complex and expensive. Many librarians will want and need to buy the complex systems, but few are equipped by training or experience to assess their value and quality or to do business effectively with the vendors. Eventually, knowledge of these products and the proper procedures for acquiring them will become widely available, but I am suggesting in this article that inexperienced buyers inform themselves and seek expert advice before making decisions to buy some of the more complex and costly systems being offered.

The products attracting the most interest currently are the online circulation systems being marketed by such vendors as 3M, CL Systems, Cincinnati Electronics, DataPhase, Gaylord, Knogo, UTLAS (University of Toronto), and a number of others. [*See Markuson article, this issue.—Ed.*]

Some of these circulation systems are actually operating in a variety of libraries, others are still under development or are operating as prototypes in one or two libraries. Most vendors are claiming that their circulation systems are merely the first modules of systems that will be expanded to include other library operations such as acquisitions, serials, and even the online catalog. It seems as though that will-o'-the-wisp of library automators of the '60s—the total integrated system—is either here already or just around the corner, that we will be able to buy it off the shelf like a set of stereo components and just plug it in. Well, we are not there yet, not by a long shot. The circulation systems are a promising beginning, however, and merit serious interest and consideration.

The Glamour of Online

Many of us are tired of or bored with our old familiar manual or punched card systems whose quirks, faults, and lacks we know so well from years of coping. We tend to take their good features for granted: the existing data base, patron cards and files, the investment we have made in programs, equipment, and training, and the fact that it is in place and works, more or less. In contrast, the new online systems that we see exhibited at conferences seem amazingly versatile and efficient at first, but we soon learn that they, too, have their own special problems and limitations.

The demonstrations are necessarily crude and simplistic in the hectic and confusing marketplace setting of the conference exhibit, but they are still impressive to the uninitiated—which includes most of us. There is something exciting and glamorous about online interactive systems.

We listen to the salesmen to try to learn about the capabilities and features of these systems so we can compare them, but all we get in the end is a confusing mixture of computer and circulation jargon. We hear about the various bar codes and optical character fonts as each vendor sings the praises of the one he uses and assures us that it will become the library standard of the future. We hear much incomprehensible talk about minicomputers, disc storage, access times, ports, light pans, wand readers, and CRT terminals. It is all gibberish to most librarians.

When we try to compare the features and prices of the various systems we learn right away that there is no simple answer to the question: "How much does it cost?" "It depends on the configuration," they say. Some vendors price their software separately, while others bundle it with the price of the equipment. In all cases the systems are expensive to buy, but probably much less expensive than developing our own custom circulation systems. The hidden cost of these (and other) circulation systems is the conversion cost: creating the data base and patron file and labeling the books. In the end the purchase and implementation of such a system may be the single most expensive purchase a library will make.

Selecting a System

Given our lack of technical knowledge and experience with computers, how are we to decide which of these systems, if any, is most suited to our needs? How do we decide on the configuration we need and how can we negotiate the specifications, the price, the payment schedule, and all the other details that a contract of this nature contains?

None of this can be done at a library conference exhibit. Exhibits are designed to help us keep up with what is being offered, they provide a convenient way of getting an introduction to a number of systems, and they enable us to meet and talk with the vendors and their representatives. This is

(Continued on p. 221.)

Richard De Gennaro is director of the University of Pennsylvania Libraries, a member of the ALA White House Conference Planning Committee, and a frequent *AL* contributor.

Career LEADS

Library Employment And Development for Staff

AL's new Career LEADS *section will provide information useful to both job seekers and employers, featuring brief articles and announcements on library employment, staff development, educational opportunities, career outlooks, and other related topics.*

This new pullout section also carries AL's Positions Open, Positions Wanted, Late Job Notices, an expanded Joblines, and other classified ads related to library employment.

AL staffer Constance Pacholski is editor of LEADS.

Why Do Department Heads Take Longer Coffee Breaks? A Public Library Evaluates Itself

by Anne M. Turner

When Anne M. Turner, director of the Jones Library in Amherst, Mass., replied to Judith Daso's query in AL's *ACTION EXCHANGE regarding evaluation of supervisors by their subordinates (Dec. 1977, p. 597), she didn't realize just how many libraries would be interested in the "horizontal/vertical" evaluation system the Jones Library had developed. She wrote to* AL *in January stating she had received 111 requests for information on the system from libraries of all types and sizes, with more coming in every day.*

Because of this interest in the Jones system, and in the issue of collective evaluations itself, Ms. Turner offered to write an article for AL's *CAREER LEADS section not only describing her library's procedure, but also addressing the issue of evaluation as a tool for improving collective performance.*

The trouble with most personnel evaluation systems is that they focus solely on the relationship between supervisor and supervisee (and then only from the top down). Missing is the concept of assessing the complex relationships that govern the collective staff performance of an online organization. It is an assessment vital to any planned improvement in that performance.

At the Jones Library in Amherst we decided we needed a staff evaluation program which would help us find better ways of working together to meet the information needs of our community. A staff committee (including both professionals and nonprofessionals) designed a system for us. We implemented it in June 1977, and we think it is working. We don't believe evaluation systems are a panacea: many different managerial actions go into creating an integrated, effective staff. But evaluation can be an important means for helping a staff assess the quality of the library service they are delivering to the public.

What Makes Them Mad?

The goals of the Jones system are typical and straightforward: we wanted to improve both individual and

collective job performance. We departed from conventional practice, however, in the emphasis we placed on the latter goal. It seemed clear to us that a basic skill every staff member needed—if the staff as a group was to work better together—was the ability to deal directly and creatively with one another in handling conflicts. We observed that many of the dysfunctions which afflict organizations, including our own, are the result of people *not telling each other* what makes them mad. Unfortunately, this observation falls into the category of "easier said than done." The typical desk attendant is embarrassedly reluctant to tell her coworker that sloppiness in circulation card filing creates more work for someone else. And it is harder still for that desk attendant to tell her supervisor she resents department heads taking longer coffee breaks than the people who shelve books.

We also felt that some organizational problems could be alleviated if people understood more about each other's jobs. How many people were secretly convinced, for example, that the audiovisual technician spent most of his time comfortably ensconced in the Music Room listening to the latest rock records?

Finally, we believed that all of us, professionals and nonprofessionals alike, ought to be accountable to one another for the way we did our jobs. This meant that senior staff had to be as willing to accept the evaluation of their peers and subordinates as they were the evaluation of the director. If better collective effort was the goal, then collective evaluation had to be part of it. Thus we developed a "horizontal/vertical" evaluation system: all staff, including the director, evaluated themselves, several coworkers, their supervisors, and the people they supervised.

Performance Assessment

The principal tool for the evaluation was a General Evaluation Form (GEF), which asked library workers to assess their own and others' performances using a numerical rating system. The basic form was in three parts: Technical Performance (eleven criteria), Relation to the Public (eight criteria), and Relation to Staff (nine criteria). Additionally, each section had open-ended questions which invited comments, and the whole GEF ended with a final question, "If I were in charge of this place I'd do something about _____." Workers who were supervisors were also evaluated for, and did self-evaluations of, Supervisory Skills.

Except for the self-evaluation form, all GEFs were filled out anonymously. Supervisors of the worker being evaluated received these forms and made a Composite GEF, which consolidated the ratings and comments of the subject's coworkers. Thus a desk attendant filled out GEF's on the other desk attendants and gave them to the circulation manager. The desk attendant also did a GEF on the circulation manager, and gave this to the circulation manager's supervisor (the director). Lastly she filled out a self-evaluation GEF, which she kept to use in her worker/supervisor conference.

"Most Effective Part"

GEF Composites were returned to workers the day before the worker/supervisor conference. At this meeting, the worker presented her/his own self-evaluation, plus a response to the assessments by coworkers. The supervisor then talked about her evaluation of the worker, and the worker responded with her/his comments on the supervisor's performance. Then the two set mutual goals for the next few months. The success in achieving these goals was assessed at follow-up conferences three to four months later.

The worker/supervisor conferences were widely regarded by the staff as the most effective part of the evaluation system. One reason was the structure. When people are nervous and uncomfortable about an interview, it is helpful to know in advance exactly what will happen, and to have a piece of paper (the GEF) in hand which contains a concrete basis for discussion. Workers unwilling to confront supervisors with criticism directly were satisfied to know they had commented anonymously on the supervisor's GEF and that the message had gotten through. Supervisors unwilling in the past to deal directly with poor performance were helped along by evidence in hand from other workers. Staff whose first response to a Composite GEF was, "Who said this about me?" usually were able to defend themselves against unjust criticism, and, on consideration, to accept some negative comments as well founded.

Director Evaluation

My own worker/supervisor conferences with department heads were conducted somewhat differently. As director of the library, I am "officially" evaluated by the trustees and the town manager. However, I received a Composite GEF based on GEFs from all department heads, the office workers, the custodian, and three "staff representatives" (non-department heads who are regularly elected to attend biweekly staff meetings). I began each conference with my own self-evaluation, a summary of the Composite GEF, and a statement of my own goals for the coming months. I found that by the time we had spent 15 minutes talking about my successes and failures, the department head, even if initially tense, was sufficiently relaxed to respond frankly about her/himself. My conferences lasted an hour or more, with the bulk of the time devoted to philosophical discussion of the Library's goals and objectives in terms of the department head's particular job. They were productive, morale-boosting, and surprisingly enjoyable discussions.

Finally, there were brief (15-minute) conferences between myself as director and all the library workers I don't supervise directly. This gave everyone, including the high-school student pages, a chance to discuss how the evaluation plan had worked. Some of these conferences occurred over coffee at a local diner. I found them useful for getting to know junior staff a bit better, and I suspect they served to demystify my position for people who are not normally in and out of my office.

Who Evaluates Whom?

How the Evaluation Committee determined who would evaluate whom was a very complex process, one we feel would likely be unique to every library. Our reference librarian, for instance, was evaluated by all department heads (adult services, children's

services, branch librarians, adult circulation, cataloging, special collections), by three desk attendants selected by lottery (because the reference librarian works in close proximity and coordination with the adult circulation desk), by the office workers (because her interlibrary loan and other work relates to the office staff), and by the director (her supervisor). She in turn evaluated all these people, for a total of 16 GEFs, including her self-evaluation. Different work patterns in other libraries would alter this schedule.

The Evaluation Committee spent three months devising the Jones Library's plan and writing the forms that went with it, revising "official" job descriptions to reflect working reality. A draft plan was presented to the department heads and staff representatives, and after revision, the final version was given to every member of the staff. Members of the Committee then met with every departmental group to go over the plan in detail and answer questions. The process of actual evaluation took place over the period of about one month: one week for filling out GEFs, one week for supervisors to compile GEF Composites, and two weeks to allow scheduling of all the worker/supervisor and worker/director conferences. Four months later, we held worker/supervisor follow-up conferences.

The Worth of The Experiment

Was it worth the effort and did it work? On the whole, we think so. We plan some changes in the format in 1978 (there is some feeling that the staff is ready for *signed* GEFs, for example), but we think the basic system is the right one for us, and should be an annual event. We approached both the design and implementation of the process as an experiment (consequently no reports were put in permanent personnel records). But it wasn't an "experience" which the staff necessarily desired in advance. There were few among us who did not *quail* at the prospect of being evaluated by virtually everyone with whom we work.

In practice, however, it wasn't as painful as our worst fantasies had suggested beforehand. Individually, we learned important things about how others perceive our work. Collectively, we learned that we needed to communicate better among ourselves, that some changes in library systems would produce more effective service, and that, all things considered, we were a pretty competent group of people.

Positive Results

The Evaluation Committee's final report to the staff noted that the evaluation system seemed most effective at the levels of director and department head, perhaps because the jobs of nonsupervisory workers are not as meaningful to the workers as those of department heads. Desk, clerical, and paging work is routine, frequently boring, poorly paid, and usually lacks opportunity for assuming responsibility or for advancement. But even for these workers, the evaluation system was a means for accomplishing positive changes. It helped clear the air, and it gave a direct message to even the youngest staff, that we shared a mutual commitment to improving our collective effort. □

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5 POSITIONS, MOBILE PUBLIC LIBRARY. ASSISTANT BRANCH LIBRARIAN: duties include selection of children's materials, services and programs for children, and general branch operation (2 positions available now, 1 in April). ASSISTANT TO HEAD OF ADULT SERVICES/YOUNG ADULT COORDINATOR: duties include young adult coordination in book and materials selection for all departments, assist in operation of main library services (avail. in June). ASSISTANT TO HEAD OF EXTENSION DEPARTMENT (temp. 1 year): assists in operation of 5 branches and bookmobile division (avail. June 1). For all positions: MLS; 1 yr's. paid library experience minimum; salary $10,536, usual fringe benefits. Apply only between March 13-May 12. Official application blank from Intergovernmental Job Information Center, Rm. 105, First National Bank Building, 107 St. Francis St., Mobile, AL 36602. Resume and transcript required. Also send copy: Personnel Officer, Mobile Public Library, 701 Government St., Mobile, AL 36602. An equal-opportunity employer.

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DIRECTOR OF LIBRARY SERVICES, INDIANA UNIVERSITY AT SOUTH BEND. Search reopened. The Director is responsible for planning, collection development, recruitment, etc., and will head this library which operates within the Indiana University regional campus system. Qualifications include at least 3 yrs.' appropriate administrative experience, MLS or equivalent degree required. Minimum salary $22,000, rank negotiable. Send vita: Chair, Library Search and Screen Committee, Office of the Dean of Faculties, Indiana University at South Bend, South Bend, IN 46615. Applicants also are requested to have placement credentials sent. Application letter must be received by May 1 for full consideration. An equal-opportunity, affirmative-action employer.

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LATE JOB NOTICES CONTINUED.

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LIBRARIAN. Supervise and serve as librarian in small rural community college library. Assist faculty and students in acquisition, development, and utilization of various library materials. Applicants must have ALA-accredited MLS, with demonstrated background in variety of library resource areas; be willing to work flexible hours including some evenings and weekends; be able to supervise library staff and work with variety of students, faculty, administration, and citizens; and be able to function effectively in small rural community college environment. Salary $12,000 for 12 months, min. Position reports directly to Vice President of College and will be filled by July 1. Submit vitae, supporting materials by April 10: Gene Tempel, Vice President, Three Rivers Community College, Poplar Bluff, MO 63901. An equal-opportunity, affirmative-action employer.

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Positions Wanted: ALA members receive 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 consecutive issues.

Joblines. Numbers and addresses of clearinghouses that provide a list of available jobs. No commercial agencies. Free listing.

Display classifieds: Boxes, larger type, prominent format. $25/column inch. 20% off for ALA institutional members. No free space. Available only for job positions or educational programs.

All other classified sections: $2.50/line.

Classifieds Deadline

Copy must be received by the **5th** of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "FILLED" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices

"Page One" section, as space permits, takes job notices after classified deadline has passed. By phone only, after 10th of the month. $10 per printed line. ALA institutional members 10% off. See complete instructions in section.

Address

Place all ads with Connie Pacholski, American Libraries, Classified Advertising, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

In order to provide a more complete service to both job seekers and employers, *AL* has expanded its Joblines section to include information enabling employers to list a position with the joblines. If your institution or organization would like its jobline listed free, send formal authorization to *American Libraries*, Classified Advertising.

ARIZONA Job Hotline: (602) 278-1327. To list a position write: POB 3516, Phoenix, AZ 85030.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Sacramento, CA 95814 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

COLORADO State Library Jobline: (303) 839-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 839-2174.

DISTRICT OF COLUMBIA Library: (202) 223-2272. To list a position: write Mary Jones, Library Planning Office, Council of Governments, 1225 Connecticut Ave., NW, Washington, DC 20036 or phone (202) 223-6800 x344.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, Supreme Court Building, Tallahassee, FL 32303 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 9 am–2 pm.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Iowa Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LISTINGS ONLY.**

NEW JERSEY Library Association: (609) 695-2121. To list a position phone: (609) 292-6237.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position call: (919) 733-2570.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a position (members and non-members): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelope to Marcia Hershoff, Greenbrier Rd., Greenville, RI 02828. To list a position contact Candace Civiak, Systems Office, Providence Public Library, 150 Empire St., Providence, RI 02903. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a position: write Paul Morton, Ralph M. Parsons Co., 100 W. Walnut St., Pasadena, CA 91124 or phone (213) 440-4044.

VIRGINIA Library Jobline: (804) 355-0384. To list a position write the Jobline c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

POSITIONS WANTED

LIBRARIAN seeks position in co-ed or girls' independent school. Extensive experience with private education. BA, Vassar College; MA in education, University of Missouri; MLS (ALA-accredited) will be complete this summer. **Box B-744-W.**

10 YRS.' EXPERIENCE as public library clerk, filer, book processor. Must leave Massachusetts weather before November (mother's health). Virginia preferred. Minimal retardation limits job possibilities. High school graduate. Perfect job attendance record since 1968. Excellent health. Top references. Available October 1. J. Jackson, 40 Jones Ave., Randolph, MA 02368.

FREELANCE LIBRARIAN. MLS, experienced, well traveled. Small communities, warm climate preferable. Specialities: work with children and young adults, book reviewing, storytelling workshops, community group work. Interested in developing nontraditional services. Credentials upon request (216) 587-0139.

LANGUAGE AND LITERATURE SPECIALIST, MLS, PhD in romance languages, 10 yrs.' experience in collection building in academic library seeks similar position (including relevant bibliographic instruction) in Southwest. **Box B-746-W.**

LIBRARIAN, MA '78 in library science (ALA-accredited). Experienced in school librarianship (5 yrs.) and online searching (1 yr.). Prefer online search/reference position in academic/special library. Foreign or stateside assignment. Resume: C. Geiser, Rt. 1, Box 426, Rolla, MO 65401.

MLS, LUI, BA HISTORY. Seeking entry level reference/government document position in a public/academic/special library. Have volunteer and part-time experience in public/academic reference. Will relocate. Resume from M. Stiene, 12 S. Hollow Rd., Dix Hills, NY 11746.

MLS, SIMMONS COLLEGE, JANUARY 1978. BA art history. Experience in art, law, and transportation libraries. Seeking entry-level position in academic, public, or special library. Available immediately. Will relocate. Resume from J. Rosenblum, 6 Dorothy St., Syosset, NY 11791.

MLS, UWM, '77, BA history. Seeking entry level public services/reference/government documents/ILL/maps position in public/academic/special library. Have 2 yrs.' intern experience in public services division of academic library. Will relocate. Resume from P. Corriere, 2222 E. Belleview Pl., #207, Milwaukee, WI 53221.

MLS, UNIVERSITY OF PITTSBURGH; BS in LS. 3 yrs.' experience in all aspects of secondary school librarianship + volunteer and part-time public library experience. Seeking a public or special library position. Available immediately. Will relocate. Resume from B. R. Blaine, Box 26, RD #3, Mt. Pleasant, PA 15666.

EDUCATIONAL OPPORTUNITIES

Minority fellowship internships. Minority graduate students; must have good academic background and be accepted to Simmons College School of Library Science. Full tuition and stipend. Candidates must agree to work in a public or institutional library in Massachusetts (minimum 2 yrs.) upon completion of degree requirements. **For application materials contact by May 15:** Wilton E. Burwell, Placement and Referral Coordinator, **Board of Library Commissioners, 648 Beacon St., Boston, MA 02215.**

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant director of college library. Private college for women, 2 and 4 yr. programs, 600 students, over 50,000 print and nonprint materials. MLS required + experience. Responsibilities: reference, cataloging, student assistants, periodicals, orientation, library instruction, and media operation. Salary range $10,000–$12,000 depending on qualifications. Begin June. **Deadline for applications May 1.** Apply: Kay Gillis, Personnel Director, **Centenary College, 400 Jefferson St., Hackettstown, NJ 07480.** An equal-opportunity, affirmative-action employer.

Assistant government publications librarian. Multi-talented librarian sought for challenging position in a department with sizable collections of documents, law materials, and maps. Responsibilities in all phases of operations: public service, technical processing and administration, reference/information service, library instruction, computer literature searching, liaison with faculty, cataloging, collection development. Opportunity for involvement in a variety of other reference services and library-wide activities. Excellent opportunity for professional development as an academic librarian with government documents specialty. MLS and some familiarity with government publications required. Social sciences background desirable. Appointment at the assistant librarian rank. Range of salary for appointment $12,924–$15,000. Send resume and list of 3 references: Margaret Schott, Library Personnel Officer, **University of California, Riverside, CA 92521.** An equal-opportunity, affirmative-action employer.

Assistant university librarian. Assist director in all phases of library work. Quality coeducational liberal arts college of 2,500 students, small town, rural setting in central New York. 1 hour to cities of Syracuse and Utica. Library has 320,000 volumes, 8 professionals. ALA-accredited MLS required, subject master's desirable. Some science background helpful. At least 5 yrs.' academic library experience. Position carries faculty rank and status, normal fringe benefits. Salary $17,000 minimum, depending on experience and background. Apply: Bruce M. Brown, University Librarian, **Colgate University Library, Hamilton, NY 13346.** An equal-opportunity, affirmative-action employer.

Catalog/evening reference librarian. Instructor, September 1. Supervision catalog section, also evening/weekend reference service, information retrieval. Qualifications: ALA-accredited MLS; experience in LC cataloging, OCLC online, reference in college library. $12,700 minimum. Resume, references: Professor Gladys W. Jarrett, Chief Librarian, **York College, CUNY, Jamaica, NY 11451.** An equal-opportunity, affirmative-action employer.

Cataloger. Responsible for all cataloging, supervise 1 clerk-typist + student assistants. ALA-accredited MLS. Competency in at least 1 modern foreign language. To assist with programmed library instruction. Experience desired but not necessary. Familiarity with computer technology desired. The library is a principal member of the Washington Library Network and an online terminal is used in cataloging. Minimum salary $9,500, 1-month vacation, TIAA/CREF, college health plan. Position open July 1, but will consider a later date. An interview is required. Send credentials and a letter of application: Arley D. Jonish, Librarian, **Penrose Memorial Library, Whitman College, Walla Walla, WA 99362.** Whitman College does not discriminate on the basis of race, color, age, religion, sex, national origin, or physical handicap in its educational program, activities, or employment policies, in accordance with federal, state and local laws.

Cataloger. Responsible for all operations of the cataloging department including keeping statistics (OCLC experience required). Supervises inventory procedures, 2 clerks, and several student assistants. Qualifications: BS (science or engineering preferred); ALA-accredited MLS. Salary $12,000+. Starting date July 1. Send inquiries: Ottilie H. Rollins, Head Librarian, **Clarkson College of Technology, Potsdam, NY 13676.** An equal-opportunity, affirmative-action employer.

Child lit/ed librarian to teach children's lit, 1 course per term, in school media program and work in academic library as subject coordinator in children's lit, education, and library science collections. 9-month contract, salary range $11,000–$13,000. ALA-accredited MLS + M.Ed. as 2nd preferred. Begins September 15; **application deadline April 15.** Contact: Richard E. Moore, **(503-482-6445) c/o Southern Oregon State College Library, Ashland, OR 97520.** An equal-opportunity employer.

Director of library and media services. Administrative position with responsibility for directing activities of medium-sized academic library with a staff of 11 faculty librarians and 20 civil service personnel. Approximately 10% of time managing campus media services with the assistance of 1 faculty member and several students. Qualifications: MLS required; 2nd master's or doctorate preferred. Demonstrated administrative and leadership experience in an academic library required. Salary $25,000–$30,000 depending on qualifications. Excellent fringe benefits. **Send full resume by May 1:** Berkley Laite, Chair, Library Search Committee, **Shippensburg State College, Shippensburg, PA 17257.** An equal-opportunity, affirmative-action employer.

UNIVERSITY OF PITTSBURGH

ASSISTANT DIRECTOR FOR INFORMATION SERVICES

We are able to offer an attractive career opportunity in a multi-disciplinary information center. Responsibility will involve the supervision of 6–10 technical and information specialists engaged in providing SDI and other information services to users in a five-state geographic area.

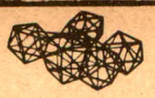
Qualifications include a BS in a physical science or engineering discipline and an MLS from an accredited school with at least 2–3 yrs.' supervisory experience. Knowledge of data processing and online services is required and programming ability is desirable. This position offers excellent fringe benefits and is located in our Library and Information Sciences building in the Oakland area of Pittsburgh. Salary range $18,000–$20,000+.

Send resume in confidence:

Dr. Edmond Howie, Director, NIAC at KASC, University of Pittsburgh, 710 LIS Building, Pittsburgh, PA 15260

An equal-opportunity employer.

Western Australian Institute of Technology



T.L. Robertson Library

Senior Librarian (Ref. No. 070)

This position is one of two with the status of senior lecturer. The duties of the position will include oversight of the library's extensive automated systems operations using a DEC System 10 and an in-house PDP 11 computer, general assistance to the Principal Librarian in the day to day management of the library, and major involvement in forward planning and research into library problems. The appointee will be expected to take up the position from January 1st, 1979, or from a negotiated date thereafter.

Librarians (Ref. No. 071)

These positions on the senior staff of the library are equivalent to the academic rank of Lecturer. Appointments may be made in any of the areas of Reader Education and Reference, Information Retrieval (with special responsibility for computerised on-line services), Staff Training and Development, Cataloguing or Branch Library and External Services.

Salary: Sen. Lib. $US22,641 — $US26,414; Librarian $US16,837 — $US22,165 (Quoted at February 2, 1978 rate of exchange)

Qualifications: Academic and recognised professional qualifications plus relevant experience are essential. **Tenure:** Appointment may be either Tenured or Non Tenured for a period up to three years. **Conditions include:** (Tenured) Annual, Long Service and Study Leave. A choice of Superannuation is available if required including a scheme similar to FSSU. Fares for family plus assistance for removal expenses and temporary accommodation are payable to appointee. (Non Tenured) Four weeks annual leave. Fares for family plus some assistance for removal expenses are payable to appointee.

Applications: Detailed applications including a curriculum vitae and the names and addresses of three referees should be submitted not later than April, 30th 1978 to the Appointments Officer, Western Australian Institute of Technology, Hayman Road, South Bentley, 6102, Western Australia. A brochure containing further information may be obtained from the above address.

When applying please quote position and reference number plus media code AL4

Information specialist - search and retrieval. Main responsibility is the introduction of on-site computerized search services with additional reference duties. Establish liaison with faculty and students. Devise own strategies for increasing utilization of this type of information service on campus. Full responsibility for search and retrieval services, retrospective and current awareness. Qualifications: BS (science or engineering preferred); ALA-accredited MLS, programming and search experience desirable. Salary $13,500+. Send resume: Ottilie H. Rollins, Head Librarian, **Clarkson College of Technology, Potsdam, NY 13676.** An equal-opportunity, affirmative-action employer.

Media sciences professional. Media sciences, Department of Education, Purdue University is inviting applications for a specialist who will recruit, counsel, and direct inservice activities; supervise student teaching in media services and assist with methodology courses. Required: MS in media sciences or the equivalent, experience in public school teaching and/or media services necessary; 5 yrs.' experience in supervising student teaching in media; evidence of participation in state and national media associations. Professional status rather than tenure. Academic year appointment. Salary $11,000–$13,500. **Deadline May 1.** Send resume: Dr. George P. Salen, Chair, Search Committee, **Department of Education, Purdue University, West Lafayette, IN 47907.**

Rare book cataloger to provide full, original cataloging and classification for rare materials. Experience in cataloging rare materials and knowledge of French, German, and classical languages required. Subject background in the history of science and technology desirable. Salary $18,258. Send application: Office of Personnel Administration, **Smithsonian Institution, 9th & Jefferson Dr., SW, Washington, DC 20560.** An equal-opportunity employer.

Rare book librarian to organize and manage a collection of rare materials. Duties include collection development, security, and user services. Professional experience in a rare book collection essential. Subject competence in the history of science and technology and European and classical language competence also required. Salary $18,258–$21,883 depending on qualifications. Send application: Office of Personnel Administration, **Smithsonian Institution, 9th & Jefferson Dr., SW, Washington, DC 20560.** An equal-opportunity employer.

Reference/cataloger. Begin September 1978. Duties divided: ½ time cataloging, ½ time reference and user instruction. Essential qualifications: MLS and classroom teaching potential. Desirable: 2nd subject master's. Entry level position. Salary range $11,000–$13,000. Apply: M. Peterson, **Owen D. Young Library, St. Lawrence University, Canton, NY 13617.** An equal-opportunity employer M/F.

Scholar librarian. Northwestern University Library announces the second of 3 scholar librarian positions funded by grants from the National Endowment for the Humanities and the Council on Library Resources. The scholar librarians will have bibliographic, teaching, and faculty liaison responsibilities. Appointment is for a tenure of 3 yrs. Starting salary $12,500. Applications are being accepted from scholars with a MLS and a PhD in the humanities with no previous experience in librarianship or university teaching. Preferred field: early American history, African history or literature, English or French literature. **Deadline for applications May 1.** Candidates should submit a curriculum vitae and placement office dossier including 3 letters of recommendation: John McGowan, University Librarian, **Northwestern University Librarian, Evanston, IL 60201.** An equal-opportunity employer.

Science librarian. Responsible for the operation and development of a science library serving undergraduate students and faculty. Will provide reference and instructional services and participate in collections development. ALA-accredited MLS and knowledge of science information sources required. Experience desirable. Salary $10,000+ depending on qualifications. 12-month contract and faculty benefits without tenure. Position available July 1. **Send application before May 1:** Stuart Debenham, Director, **Colby College Library, Waterville, ME 04901.**

Science librarian. Reference/collection development responsibilities for science & health science; active participation in library instruction program. ALA-accredited MLS, strong science background and at least 1 yr.'s experience in academic library reference; 2nd master's or PhD in science area and teaching experience highly desirable. Full faculty appointment including responsibilities for research & publication; 10-month contract with standard benefits, TIAA/CREF. $10,000–$12,000. Position available August 1. **Deadline for applications April 30.** Send vitae with 3 references: B. Donald Grose, Library, **Indiana University-Purdue University at Fort Wayne, 2101 Coliseum Blvd. East, Fort Wayne, IN 46805.** An equal-opportunity, affirmative-action employer.

Technical services librarian. Supervises inventories, gathers and reports library statistics, maintains public catalogs, assists with collection development, and performs other professional tasks as required. Some night and weekend duty. Requirements: ALA-accredited MLS + 2 yrs.' appropriate library experience. Salary $9,000–$11,000 for 12 months, usual benefits. **Introductory letter, resume, and credentials should be sent by April 15:** Thomas H. Gunn, Director, **Carl S. Swisher Library, Jacksonville University, Jacksonville, FL 32211.** An equal-opportunity, affirmative-action employer.

LIBRARY EDUCATION

Assistant professor/division leader for instructional services. Preference will be given to candidates possessing an earned doctorate with graduate majors and/or course work in library and in educational technology. 12-month appointment. Salary $13,000–$20,000 + ⅓ extra for 12-months. Position open July 1. **Send letter of application, vita, credentials, and transcripts by May 15:** John G. Berling, Dean, **Learning Resources Services and Department of Library & Audiovisual Education, St. Cloud State University, St. Cloud, MN 56301.**

Faculty position: assistant or associate professor. Teach courses in school library administration; multi-media resource selection, classification, and use; and "core" courses in library science. To continue development and strengthening of a program in school librarianship. Qualifications: ALA-accredited MLS, PhD in education or library science, school library/media experience desirable. Teaching load: 9 hours per semester + student curriculum and research advising. Salary $15,000 minimum (at assistant professor level). Available fall semester 1978. **Applications by May 1:** Edward P. Miller, Dean, **School of Library and Information Science, 104 Stewart Hall, University of Missouri, Columbia, MO 65201.** An equal-opportunity employer.

Faculty position: teaching a combination of course work in some of the following fields: public library services, library management, government documents, book selection, and reference. Candidates must have an earned doctorate or substantial work toward the degree, professional experience preferably in a public library, interest and competence in research, and teaching experience in library science or related field at the graduate level. Appointment level open depending on qualifications of the applicants. Salary range $15,000–$22,000 for 10 months with possible additional compensation for summer work. **Deadline for applicants May 15.** Send resume: Dr. Donald C. Dickinson, Director, **Graduate Library School, University of Arizona, Tucson, AZ 85719.** An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

PUBLIC LIBRARY

Children's librarian. Administrator of active children's department in a medium-sized public library serving a university community of 45,000. Emphasis on service to preschoolers. Senior librarian, $12,969–$17,299. Minimum requirements: college degree in library science, prefer MLS, and 2 yrs.' experience as a professional librarian. **Send letter of application and resume by April 20:** Mona S. Carmack, Director, **Ames Public Library, 210 Sixth St., Ames, IA 50010.**

Children's librarian. Newly created entry-level position in progressive library which will be getting computerized circulation. Experience not necessary; energy and imagination are. ALA-accredited MLS required. Salary range $7,926–$8,500. Position open around July 1. **Deadline for applications April 15.** Send resume and placement file: Clare De Cleene, Director, **Fiske Free Library, 108 Broad St., Claremont, NH 03743.**

Coordinator, children's services. Management position responsible for operation of major division within library system. Supervises work of children's department and coordinates children's services in 23 branches. Incumbent retiring. Salary range $13,644–$22,505, usual fringe benefits. Send applictaion and resume: Ronald Kozlowski, **Louisville Free Public Library, Fourth and York Streets, Louisville, KY 40203.** An equal-opportunity, affirmative-action employer.

County library director. Direct and supervise the operation of Whatcom County Public Library in Washington state. System serves a county population of 45,000 with central services library, 10 branches, and 2 bookmobiles. 1978 budget $555,000; employees: 30 FTE, including 7 professionals. Applicant must have ALA-accredited MLS degree with specific graduate level training in management principles, practices, and techniques. Minimum 7 yrs.' as a professional in public library service with at least 5 yrs.' administrative and supervisory responsibility directing all aspects of library management, operation, and planning including personnel, budget preparation, and expenditure of funds. Salary $16,968–$20,136 + benefits. **Apply by April 30:** Chairperson, Board of Trustees, **Whatcom County Public Library, 5205 Northwest Rd., Bellingham, WA 98225.** An equal-opportunity employer.

Director, Moline Public Library. Present director retiring 9/16/78. Requires ALA-accredited MLS + appropriate administrative experience in public library. Book collection 135,000 vols. Budget approximately $500,000. Staff: 30 FTE. Salary $17,500 to start. Will interview at ALA and in Moline. **Deadline for application (with resume) May 15.** Send to: Ina M. Kuzel, **Moline Public Library, Moline IL 61265.** An equal-opportunity, affirmative-action employer.

Extension librarian for small county library sytem. Challenge of organizing an extension department to serve large rural area. 1 bookmobile, 2 small branches. Within hour's drive of 2 metropolitan areas. Requires ALA-accredited MLS + 1 yr's. experience in public library with a strong extension department. Salary $10,860. Usual benefits. Beverly R. Ulmer, Librarian, **Orangeburg County Library, 510 Louis St., Orangeburg, SC 29115.** An equal-opportunity employer.

Public library director, Oyster Bay-East Norwich, Nassau County, New York. Community of 15,000 seeks director for 60,000-volume library, 15 staff FTE, annual operating budget of approximately $300,000. Administrative experience desirable. Salary $15,000–$30,000. Address letter of application: William R. Cotter, c/o **Oyster Bay-East Norwich Library, East Main St., Oyster Bay, NY 11771.**

Three Musketeers-loyal, brave and daring! 1 now, 2 mid-summer. Branch librarian (now), adult services and administrative aide, or assistant director. Blades sharpened for the future, the unknown, a must! Prefer vital vitae rather than vitae vital. Starting king's ransom of $10,000 minimum for each member of the trio. Send letter of destiny, with feather, to: Director, **Upper Arlington Public Library, 2800 Tremont Rd., Columbus, OH 43221.**

MINORITY SERVICES LIBRARIAN

A new position with Los Angeles County Public Library System, serving a county population of 2,400,000. Management level position responsible for developing and coordinating library programming and services to minority residents. Must have MLS degree; minimum of 3 yrs.' professional library experience, with 1 yr. at the level of Los Angeles County's Senior Librarian, analyzing and making recommendations for solutions to problems of library service to minorities, or 3 yrs.' professional library experience in an administrative, consultative or supervisory capacity, providing community services to racial or ethnic minorities. Ability to communicate fluently in Spanish, both orally and in writing, is highly desirable.

Salary range $18,122–$22,574. Excellent fringe benefits. ***All applications should be submitted to Room 493, Hall of Administration, 222 N. Grand Ave., Los Angeles, CA 90012 on business days only.*** For application forms and/or additional information contact:

Larry Moore, Personnel Officer, Los Angeles County Public Library System, POB 111, Los Angeles, CA 90053. (213) 974-6534.

COMMISSIONER
THE CHICAGO PUBLIC LIBRARY
CHICAGO, ILLINOIS

Responsible for overall administration of an urban public library and library system, which is a department of the City of Chicago, serving a population of 3.3 million with a departmentalized Central Library, newly renovated Cultural Center, 78 branches, and outreach and extension services. Public library background, successful administrative experience, the ability to direct a large staff are essentials. Successful candidate must be able to relate to other city agencies and work effectively with Board of Directors.

Position requires Master's degree in Library Science from ALA-accredited program, ten years of experience in library field, successful experience at policy-making level, thorough knowledge of administrative procedures, and strong leadership qualities.

Salary $45,800. Liberal fringe benefits. Residency within corporate limits of the City of Chicago is required at time of employment.

Send letter and resume by May 1, 1978:

Arthur J. Murphy
Deputy Commissioner
The Chicago Public Library
425 North Michigan Avenue
Chicago, Illinois 60611

An equal-opportunity employer.

Summit, New Jersey
DIRECTOR of Free Public Library

Summit is an attractive, established, upper middle-class suburban community of 25,000 people located 22 miles from New York City. The library, which was built in 1964, contains 85,000 volumes and last year had a circulation of 220,000. Staff includes 9 full-time professionals and 8 full-time support people.

To be considered, candidates must have a master's degree from an ALA-accredited institution and experience as a director or assistant director. Salary is negotiable; range is $19,000–$24,000; there are longevity increments. Effective date of appointment is July 1, 1978.

Letters of interest, references, and transcripts may be sent to:

Search/Screening Committee
Summit Free Public Library
Maple Street
Summit, NJ 07901

SCHOOL LIBRARY

Library supervisor responsible for supervision and coordination of the library program. Requirements: MLS, prefer administrative certification as a supervisor. Salary $16,000. Contact: Daniel Farsaci, Assistant Superintendent for Instruction, **Norwich Central Schools, 112 S. Broad St., Norwich, NY 13815. (607) 334-3211.**

Classified ads not related to library employment appear on the last page of this issue.

(Continued from p. 212.)

only the beginning of a long process. There are no shortcuts.

It is particularly dangerous to blindly copy the decision of another library by reasoning that if a particular system was good enough for Library X, then it should be good enough for your library. You may not know that Library X may have been in desperate need of a system; or the vendor may have given it a special price to make a first sale; or that the people in Library X made an uninformed choice which they regret but are loath to acknowledge; or that it was an excellent and informed choice for Library X but for reasons that do not apply to your library.

Time is on your side. If you wait a year and then make a site visit to Library X, you can generally see how well the system works and whether their choice was a good one; but that still provides only partial information about the system's applicability to your library and nothing about the alternatives. As a matter of fact, the site visit is a good and time-honored technique librarians have used for evaluating new systems and procedures, and there is no substitute for it when a library is considering the purchase or use of a system or service already in use in other libraries. The problem is that some of the new systems being offered are not yet in wide use in a variety of libraries and some are completely untried in the field. These are the systems that concern us most here.

"It is particularly dangerous to blindly copy the decision of another library by reasoning that if a particular system was good enough for Library X, then it should be good enough for your library."

The capabilities of the online circulation systems vary, as do the needs of libraries of varying sizes and types. A system that works well in small public libraries may not be adequate for large academic libraries. Promised enhancements are not the same as present capabilities. Just as we cannot rely on other libraries to make the right choice for us, we cannot rely on the vendors to sell us the right system, to give us the most appropriate configuration, or to offer us the most favorable price and contract terms without negotiation.

The vendors are and must be tough and aggressive to survive and prosper in this risky, competitive market. They have an important advantage over their prospective customers: they are knowledgeable and experienced in technical and business matters and their librarian-customers are not, for the most part. At the same time the vendors' representatives are by no means uniformly knowledgeable about the capabilities of their systems or the needs of libraries.

A few years ago I suggested that with the rapidly increasing complexity, cost, and potential use of new technology, most libraries would not be able to afford to develop and maintain their own computer-based systems and would have to use systems that were already available and could be implemented and operated by library staff members without special computer training.* The kinds of systems I had in mind were the OCLC and BALLOTS shared cataloging systems, the emerging online search services, the turn-key circulation systems now being offered, and the online catalog access and computer output microform (COM) systems which will provide alternatives to card catalogs in the 1980s.

*R. De Gennaro, "Library Automation: The Second Decade," *Journal of Library Automation*, March 1975, p. 304; and "'Library Automation: Changing Patterns and New Directions," *Library Journal*, Jan. 1, 1976, pp. 175-183.

"We cannot rely on the vendors to sell us the right system . . . or to offer us the most favorable price and contract terms without negotiation. The vendors are and must be tough."

The number and variety of available systems is increasing rapidly. By now it is clear that not only is original systems development beyond the reach of most libraries, but it is also becoming hard for most librarians to keep up with new developments and to make informed and timely decisions about which systems to choose and how best to acquire and implement them. Not all the systems on the market are actually ready for routine implementation. Some vendors rush products to the market prematurely and expect their first customers to help refine and debug them. Libraries with no pressing need for such systems should wait until they have been tested by others.

There is no need for most libraries to rush to purchase the latest systems. The delay of a year or two is of little consequence and the systems will get better and cheaper with the passage of time. Sooner or later, however, libraries will go to the market to purchase these new products and systems. When they do, they should consider getting the advice of experienced consultants the way businesses and governments do when they are faced with similar complex technical, financial, and managerial decisions.

Using Consultants

Except for building projects, there is little tradition in the library field for using consultants. Most of us realize that planning a new library is a critical task requiring special knowledge and experience. If we don't have it, we are usually willing to admit it and call in a building consultant.

"There is no need for most libraries to rush to purchase the latest system . . . the systems will get better and cheaper with the passage of time."

In most other areas of library activity, library administrators feel that they know enough (or they can't admit it if they don't) to make their own decisions without outside advice. Many administrators turn to staff committees to help them make important decisions. Although this is always useful, it may not be enough. Lay committees make good advisors and usually improve significantly the quality of many deliberations and decisions that do not require specialized knowledge or technical expertise. Because technical matters require specialized experience and competence, however, the informed contribution of one expert consultant may be worth more than the consensus of opinions of a director and a staff advisory committee when all are inexperienced laypeople. When all the advice is in, however, the director must still make the final decision and take responsibility for it.

When we buy a house we employ an attorney to search the title and help us close the transaction. When faced with legal or tax problems we turn to attorneys and accountants for help. When we need to analyze our requirements for a

new and expensive computerized library system, we should be able to turn to qualified professionals for help and advice. It will cost some money—good advice always does—but chances are it will be worth it several times over. When the vendors realize that librarians are being advised and represented by knowledgeable technical consultants, they will raise their standards and offer better systems at more favorable prices and terms.

"The vendors are ahead. It is time for the librarians to redress the balance by calling in their own technical experts..."

Right now the computer-based library systems marketplace is an uneven contest between hard-selling vendors and naive, inexperienced librarian-customers. The vendors are ahead. It is time for the librarians to redress the balance by calling in their own technical experts to advise and assist them in the selection, purchase, and installation of systems and services. There are a number of experienced library systems consultants available now; some are working in libraries and networks, others are with the small but growing number of consulting firms specializing in library and information problems.

Whether we use consultants or not, we still need to increase our technical and business knowledge. We should have ready access to much more consumer-oriented descriptive, comparative, and evaluative information of the kind that is produced and published by *Library Technology Reports*. This information should cover not only online circulation systems, but the whole range of computer-based library systems and services that is available or under development, and it should be updated periodically if it is to serve its purpose. Such a service could be published by a library organization with Council on Library Resources funding or be undertaken as a commercial venture by one of the library consulting firms. In addition, conference programs, institutes, and workshops designed to review and evaluate systems and the procedures for acquiring and implementing them would also be useful.

Mutual Needs of Librarians and Vendors

Finally, I think it is essential that librarians overcome their traditional bias against doing business with the for-profit sector and recognize that commercial vendors are going to be among the principal suppliers of computer-based systems and services to the library field in the years ahead. Vendors are entitled to and must make a profit to compensate for the high risks that they take. On the other hand, vendors need to learn that librarians do not like to be treated as a soft market to be exploited, that they resent it when vendors offer them incomplete or inadequate systems and promise more than they can deliver.

Librarians and systems vendors are going to need each other in the years ahead, and it is essential that they learn how to do business together in a spirit of mutual respect and understanding. Librarians can begin by becoming better informed and more articulate customers, which, in turn, will encourage the vendors to become more responsible and responsive to their needs. □

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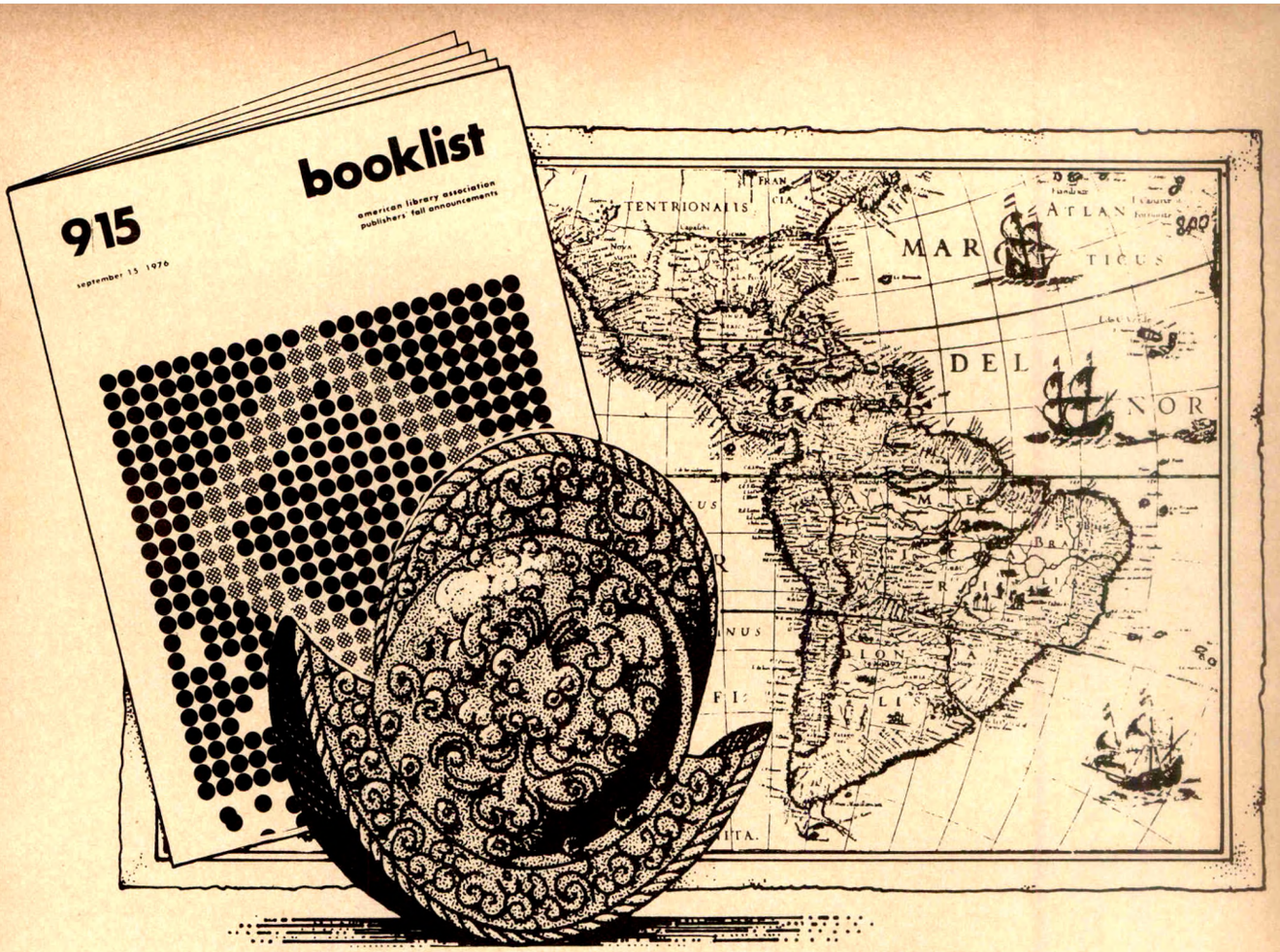

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Library Thefts: A Problem That Won't Go Away

by J. W. Griffith

For too many years library theft was treated like the weather; a lot of librarians talked about it, but few ever did anything about it. Fortunately, librarians are beginning to stir, and something is being done about this growing problem. Book losses in your library probably aren't as bad as you think. More than likely, they are much worse.

Remember back in the good old days when the printed word was nearly sacred, and every one (well, almost everyone) returned the books they borrowed? We lost a few books and assumed that everyone was honest. Once in a while, a red-faced patron would return a book with the excuse of having forgotten to check it out. A book was hardly ever stolen.

Today books vanish off the shelves and pour out of our doors in an unending and very expensive flood. Nearly every patron and other visitors, too, can be viewed as potential book thieves. So, in order to save our collections, we are forced to post guards, station inspectors, and install detection devices. These devices net a few careless kids, absent-minded browsers, people in a hurry, and occasionally, someone actually attempting to take a book.

Who steals?

Must we consider every patron that comes through our doors as a potential thief? Surely not, but whom can we exclude? Perhaps lawyers; but one New York attorney ran off with 15,000 books valued at more than $125,000. Maybe doctors; but medical schools and hospital libraries report as many losses as libraries open to the general public.

Our staffs, of course; but a ten-year employee at the Library of Congress carried home 2,000 volumes before being caught, and the director of a military school used library books to build his own collection. One public library even lost 3.72 percent of the materials in a section closed to the public.

Usually, happy couples can be discounted; but one Baltimore pair was caught with nearly $5,000 worth of books and records.

Many school librarians list theft as their major problem. One California high school of 1,800 students reported hundreds of books disappearing every year. Most university librarians spend from 2 to 4 percent of their budgets on replacements.

Perhaps Communists are involved since St. Mary's University lost a 48-volume set of the *Works of Lenin*, and the University of Washington reported the loss of 40 volumes of Lenin's *Collected Works*.

One audacious Canadian thief stole the Winnipeg Public Library's 20-pound city directory. He returned it later only to steal the updated edition.

Enterprising thieves have been at work in our libraries for some time now. A Santa Monica woman checked out and sold hundreds of Los Angeles County Library books before she was caught. A New York thief used five stolen library cards in fifteen branches before he was nabbed.

"Book losses in your library probably aren't as bad as you think. More than likely, they are much worse."

What is being taken?

Nearly anything and everything not nailed down disappears. A Salt Lake City branch library was invaded by a gang who made off with almost the entire contents. The Malden (Mass.) Public Library reports the theft of a painting valued at $100,000, and the Portland library recently reported the heist of 13 oil paintings and four Chinese vases among other valuables. An Ohio university lost an entire set of *Encyclopaedia Britannica* less than twenty-four hours after it was shelved. The Omaha Public Library had a display of cuneiform tablets stolen and didn't even notice until the thief was caught trying to sell the loot.

Books have vanished from closed re-

J. W. Griffith is librarian at the Lewis Central High School in Council Bluffs, Iowa.

serve shelves while the reserve section was staffed. Libraries find lamp sockets empty, cheap ashtrays missing from smoking areas, and wash rooms bereft of towels and toilet paper despite daily restocking.

The newest and most popular books are the most susceptible because they are the most attractive to the public and staff. The hardbacked editions of best sellers, cookbooks, motorcycle, automobile and small engine repair manuals, how-to books, Nancy Drew and the Hardy Boys, dictionaries and almanacs, books on almost any sport or hobby, psychology and witchcraft, demonology, travel, planes, and space, biographies, medical encyclopedias, novels and gothics, needlework and sewing guides vanish in increasing numbers.

You can almost name your subject and someone, somewhere, is interested in stealing it. While sex books continue to be very popular, religion trails far behind although some excellent Bibles are being stolen today. Studies have shown that as much as 4.7 percent of all new books disappear in under six months. Some Eastern libraries have reported yearly loss estimates as high as 14 percent among new and popular titles and well over 30 percent loss in some paperback collections.

Paperback racks and record bins empty rapidly with almost no circulation. Toy sets, games and puzzles, dress patterns, and reprints of the old masters are seldom borrowed more than two or three times before they, too, disappear. Most librarians are afraid to intershelve expensive audiovisuals with books in the regular collection because of frequent theft and mutilation. Cassette tapes and slide sets are now among the most popular items being taken probably because so many people own the necessary equipment.

Unfortunately, most stealing is still just for the hell of it. Some citizens are using the public library as a source to build their own private collections. A few patrons are too lazy to return the materials. Others steal for the secret thrill of taking something that doesn't belong to them. Still others have some sort of grudge and steal to get even. Some collect souvenirs while others take things on a dare. Why anyone would run the risk of being caught stealing something they could probably freely borrow will never be clearly understood by a psychiatrist, let alone a librarian.

How much is disappearing?

A majority of 255 public library directors rated book theft as their top security problem, but most could only approximate the actual extent of losses because there were no current inventories. Yearly loss estimates from 140 libraries averaged over $3,000 each. Cleveland State University estimates losses at $50,000 over the past decade. The New York Public Library sets losses at 10 percent of the collection per year, which means millions of dollars have been lost. The Wellesley (Mass.) Public Library reports a 20-percent loss in 15 years.

And so the dreary reports go on and on. In almost every case, libraries both public and private, large and small, are discovering and reporting massive losses.

How to figure losses

The largest problem and probably the most difficult to overcome is the fact that many libraries have gone for years and in some cases decades without an inventory. No one knows how many books there are, let alone how many have been stolen. Many of our new books reach the shelf one day and disappear the next. An Eastern security institute urges libraries to conduct periodic inventories, arguing that it would be easier to make a case for funding support for more security if the figures were known.

Unless you have a collection small enough to inventory every few years, there is probably no way to make an exact determination of losses. However, there are a number of methods available. Most involve some sort of sampling with the procedure being repeated after an interval, the results compared, and the loss rate calculated. No matter which method is chosen, the results will be just as horrifying.

Our library had a complete inventory several years ago and another last spring. Since then, a number of sampling methods have been tried in an effort to find some method that would provide a reasonably good result. Knowing the present size and having a base only two years old provided us with an advantage most librarians seldom enjoy.

Most sampling methods either took a lot of time, were too complicated, produced varying results, or required mathematical computations beyond the scope of a pocket calculator. So we decided to produce our own scheme, which we call the "Random Sections Inventory." An initial series of five samples was made, each 10 percent of the collection. The results improved with each sample until 30 percent. Sampling on to 40 and 50 percent did not produce significant improvement.

Since a 30-percent inventory is quite an undertaking, we then tried smaller samples. A series of 5-percent samples was made until the 20-percent level was reached. At this point, the result was nearly identical with that of the prior 30-percent level. The result of each separate 5-percent sample produced wide variations which cancelled each other out when averaged together. A series of many small samples may be as good as a few very large samples. We didn't have time to do a series of 2-percent samples, but our projections indicate that six 2-percent samples should produce an acceptable result.

Stemming the flood

Kojack he's not, but John Ballard is worth much more than his weight in lollipops to the Knoxville-Knox County (Tenn.) Public Library.

In just over a year, Ballard, a retired Alcoa employee who works part-time for the library, has recovered more than $11,000 worth of missing library materials, according to the library's newsletter. As the "Overdues Assistant," Ballard tracks down missing materials by visiting patrons' homes and tracing delinquent borrowers who have moved.

The problem of stolen or missing materials is a costly one for the Knoxville library—from June 1976 to May 1977, the library reported, $30,000 worth of materials went unreturned. And that figure didn't include the branches.

For the Knoxville library, Ballard has made a good start in reversing the costly flow of missing library materials.

In every sample, the final count was found to be considerably more accurate if compensation for books off the shelf was not made. All uncorrected counts tended to be slightly under actual counts, while samples that were corrected produced an inflated result. Just why this is so is not clear, but a small adjustment can improve the totals somewhat. If shelf totals are used, add .008; if shelf totals are corrected, deduct .035 to reduce the error rate. The samples can then be used to compute the total number of volumes. In order to find the loss rate if totals from a past inventory are not available, it will be necessary to repeat the sampling at some future date.

Our loss results

We completed our inventory, and taking one section of Dewey at a time, resolved the counts by including circulation, processing, bindery, and so forth. Subsequently, we were able to inventory a few magazines and the paperback col-

Kits Offer Guidance in How to Prevent Theft

Two kits providing ideas on theft prevention in libraries are now available.

"People, Problems, and Policy," produced by the Library Council of Metropolitan Milwaukee (LCOMM), is a workshop kit on security and emergency problems ranging from book theft to deviant behavior. Included in the kit is a 10-minute, 16mm color film (or ¾-inch videotape) which depicts typical problem situations; a discussion guide and detailed outline for a two-hour workshop; and such other resources as sample security policies from different types of libraries, a subject bibliography, and suggestions for follow-up workshops.

The kit may be rented ($15) or purchased (with film, $140; with videotape, $50) from LCOMM, 814 W. Wisconsin Ave., Milwaukee, WI 53233.

The Association of Research Libraries SPEC Flyer and Kit #37—"Theft Detection and Prevention in Academic Libraries" (October 1977, 113 pages)—reports on ARL members' solutions to the problems of theft and mutilation and contains the findings of a survey of the 105 ARL libraries conducted last summer. Some topics: purchasing an electronic security system, the strengths and weaknesses of such systems, alternative methods of prevention, future trends and issues, and policies and procedures for theft prevention.

SPEC subscribers and ARL members may order this kit for $7.50 prepaid; others send $15 to the Office of University Library Management Studies, ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

lection. The results are shown on the table below. The percent lost figure has been adjusted to reflect a one-year period.

Dewey	Percent Lost
000	2.82
100	3.06
200	3.00
300	3.03
400	3.60
500	1.85
600	6.48
700	5.45
800	1.08
900	2.83
Biography	2.04
Fiction	3.12
Open collection	3.15
Reference	2.56
Magazines	27.18
Paperbacks	15.24

As can be observed, our percentage losses have been small, except for paperbacks and magazines, but in numbers and dollars this represents a serious drain on the budget. Books purchased for the open collection averaged about $7.10 each. Assuming a cost of $2 each for processing, each stolen book represents an investment of $9.10.

Other estimates from around the country vary from $3.27 for children's books to $13 for reference. Processing estimates vary from $1.37 to $2 per volume. In our particular library, book losses would absorb 32.5 percent of each year's book budget if all losses were replaced. However, some books will be out of print and cannot be replaced, duplicate copies and over-the-hill best sellers won't be reordered, and others we just don't want. At this point, it appears that about 20 percent of next year's book budget will be used to replace stolen books.

Theft detection systems

Various theft detection systems have been designed to prevent the loss of library materials. Libraries that have installed such equipment have reduced losses substantially, and almost all are pleased with the results. These systems can and do reduce losses, but, unfortunately, none are completely foolproof. Libraries should not expect a detection system to solve all their loss problems.

Most of the prices quoted for detection equipment reflect a considerable sum. The Minneapolis Public Library estimates well over $7,000 per installation not including tapes. There are a number of payment plans. Most systems can be leased or rented, and service contracts are available. In very general terms, it will cost about $13,000 for a single installation and sensitizing for 30,000 items.

One ALA spokesperson says some manufacturers have been known to charge installation rates on rental fees that are just below the estimated losses resulting from thefts.

Effectiveness of detection systems

We can probably never reduce materials losses to zero, but substantial loss reduction is possible. Sonora Union High School installed a Checkpoint system because losses soared to 332 books in 1974 and 424 in 1975. After system installation in 1976, the figures dropped to 59, a reduction of 86 percent. The company claims losses can be reduced by as much as 88 percent. The Sonora Union drop is not unusual since sampling, inventories, and various tests have found that materials losses can be dramatically reduced after a system is installed.

Before the Levittown (N.Y.) Public Library installed a Tattle Tape System, a patron had a 50-percent chance of finding a requested item. Afterwards, the loss rate fell 53 percent in unprotected sections and from 77.7 to 87.3 percent in the 100-percent sensitized sections.

Conversely, there are reports of patrons experimenting with detection equipment trying to find a way to beat the system. Attempts so far include dropping the item out of the window, carrying it out in a horizontal position, wrapping it in aluminum foil, and placing books together in hopes of blocking the signals. Most thieves simply look for the "bug" and remove it.

A study has shown that just the installation of the equipment will reduce theft by 53.2 percent. The 10-percent sensitization level produces a 59.6 to 68.8 percent reduction in losses, and at the 50-percent level, the loss reduction reached 77.5 percent.

Should you invest in a system?

At today's prices, book losses ranging from 450 to 500 volumes per year and more would appear to justify the installation of a detection system. At a 475-volume loss level, the most economical model should pay for itself in around three years and after that should produce a substantial savings. Losses of 600-plus per year will more than justify the installation of a moderately priced detection system. Estimates include the cost of sensitizing at 20 cents per each item, installation charges, maintenance contracts, and the purchase price of the system spread over three years of operation.

In some libraries the decision to install detection equipment was based upon judgment rather than substantial data. Should data be lacking and the library board insist on an installation, perhaps the best approach would be to lease or rent a system for a trial period. Then, should the trial fail to produce the desired result, you can return to the former practice without incurring a long term expense item.

Mutilation, an unwanted by-product

Libraries have always been aware of some mutilation taking place along with book thefts. One serious by-product of

a detection system is an abrupt increase in mutilation. On a recent questionnaire, just over half of the libraries reported that although book thefts have dropped, mutilation has shown a definite and sometimes serious rise. Magazine articles are torn out or carefully removed with a razor blade. Bound periodical volumes and even reference books are being attacked in substantial numbers.

The University of North Carolina's Atkins Library reports book thefts are down but mutilation is up. Its Tattle Tape system has reduced the loss of bound periodicals, but a 5 cents a copy photocopier has been unable to reduce mutilation.

A "Jack the Ripper" in the San Francisco Public Library shreds all the pages in a book and then returns it to the shelf. Some 90 maimed books have been discovered.

Stanford's Lane Medical Library reports that the doctors of tomorrow have increased their practice of surgery on bound periodical volumes. Again, a copy machine has failed to decrease an alarming rise in the mutilation.

Still on the horizon

Nearly every librarian acknowledges that large numbers of books are disappearing from their shelves. The annual rate is increasing in unprotected collections. Of all methods attempted to date, a book detection system is the best protection. However, they can be expensive, some patrons will find out how to beat the system, and mutilation can be expected to increase.

One question which must be resolved is whether or not your losses are sufficient to justify the installation of detection equipment. Most libraries today do not have sufficient data to answer this question because of the lack of a recent inventory or a workable method of judging book losses.

And one major problem yet to be resolved is that of finding a fast, simple, and economical inventory control system for libraries. □

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Produced on February 7 by the Maryland Center for Public Broadcasting, the seminar featured such panelists as Barbara Ringer, Register of Copyrights; Harry N. Rosenfield, who served for 15 years as counsel to the Ad Hoc Committee on Copyright Law Revision; and William D. North, attorney-at-law and counsel for ALA.

The program is divided into four segments—"Purpose and Meaning of Copyright: Fair Use," "Electronic Technology: Off-air Taping," Library Copying: Penalties and Infringements," and "Public Broadcasting and Summary Statements." It also includes interaction by telephone between persons in the teleconference audience and the panel of experts.

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Library Security Systems Come of Age

by Nancy H. Knight

"Fierce competition has resulted in improved systems, and, consequently, libraries have benefited."

The first theft detection system was introduced 14 years ago.[1] Shortly after, other systems entered the market. Their introduction was heralded by some as a long-overdue solution to library losses and by others as another gimmick in an electronics-happy age. Like any new contraption, there were bugs to work out of the early systems. Some systems overcame them and improved; others failed and were replaced.

What has emerged is a group of eight systems manufactured by five companies more knowledgeable about library needs than ever. Credit for improvements goes to the manufacturers; but it also goes to the librarians who were willing to risk an untried technology and whose experiences have resulted in more efficient systems today.

False alarms plagued early systems, which provided protection primarily for books and periodicals and were awkward and graceless in style. Today most systems have built-in "discriminators" that virtually eliminate false alarms. They can protect not only a variety of sizes of books and periodicals, but also, audiovisual materials and equipment. Their detection screens, once so ungainly in size, artless in style, and lacking in color, are trim, inconspicuous, and attractively designed to match library decor.

Rivalry has always been intense among the theft detection manufacturers. But fierce competition has resulted in improved systems, and, consequently, libraries have benefited.

When an industry grows, the new technology inevitably challenges federal regulations. One system, when it was introduced, used radio frequencies outside those designated by the Federal Communications Commission (FCC) for anti-pilferage systems. But the manufacturer petitioned for a rule change, which the FCC granted last year. The change, obviously beneficial for this particular system, also expands the horizons for future systems.

Theft detection systems have met many of the challenges of their early years, emerging as strong and rapidly expanding components within the library field. They are well accepted; they do substantially reduce losses in libraries; and they frequently pay for themselves in a few short years.

No longer is it necessary to fit the library to the theft detection system; the system can be selected to fit the library. Initially, most systems were designed for the medium-to-large-size libraries; today that is no longer true. Recently, one company introduced a model for the small library with a dollar-volume loss in the vicinity of $2,000. Libraries are also being given options in selecting the component parts for the system. The future for theft detection systems will be in the availability of models to fit the size and needs of all libraries.

Another trend, which illustrates how book security has become an acceptable library function, is the integration of theft detection systems with automated circulation control or inventory record systems. Two theft detection systems currently have that capability, and the manufacturer of a third is negotiating for it. This capability will assure that theft detection systems will be part of libraries of the future.

3M Company

The 3M Company, building on experience gained from its former systems —the Tattle Tape and Spartan—now offers two models under the Tattle Tape brand name: the Model 1850, introduced Feb. 1, 1978, and the Model 1250, introduced April 1, 1978. Both the models 1850 and 1250 are electro-

[1]Sentronic in Grand Rapids (Mich.) Public Library.

Nancy H. Knight is a freelance librarian and writer based in Fairfax, Va. She has written articles on library security systems for *Library Technology Reports* and *ALA Yearbook*.

Checkpoint MK II By-Pass Book Theft Prevention System.

magnetic systems, use the same concealable tapes to protect library materials, and are available as either by-pass or full-circulating systems.[2] They are compatible with former 3M systems. The new systems exemplify the trend toward models to fit all size libraries, providing options in cost, function, and range of protection. The 1850 is designed for medium-to-large libraries; the 1250 is for the small library having a book loss in the range of $2,000 per year.

The Model 1850 sells for $4,800 for a single corridor sensing unit and $6,100 for a double corridor sensing unit. The sensing unit, which is taller in the 1850 than the 1250, provides a greater range of coverage in detecting improperly charged library materials. The 1850 also includes a patron counter.

The Model 1250, selling for $3,100, is available only as a single corridor sensing unit. The sensing screens provide less coverage than those of the 1850 in detecting improperly charged library materials. There is no patron counter on the 1250.

These two models represent the technological advances being made in theft detection systems. The 3M Company's former models were prone to false alarms caused by three-ring binders. The present models have been modified to discriminate more accurately between such binders and Tattle Tapes, and thus are less prone to false alarms. The gates available for the new systems have been redesigned; when forced open, they can be quickly returned to service without a special tool.

Librarians also have increased flexibility in selecting the component parts for their system. To use either 3M model as a full-circulating system, a library must purchase a book-check unit (sensitizer/desensitizer unit). 3M now offers a second book-check unit, the Model 940 ($525), introduced April 1, 1978, to complement its Model 950 ($1,200). The 940, designed for the small library, has a pass-through section that will accommodate most "normal" size library items. (The 950 is not a pass-through unit and will accommodate materials of all sizes. But the 940 does not have a light to indicate the absence of a protective tape, as the 950 does.)

Checkpoint Systems

The Checkpoint Mark II system uses an alternative technology to 3M's systems. When it was introduced, it used a radio frequency outside the range assigned by the FCC for anti-pilferage systems. Seeking an amendment to the

[2]In a by-pass system, the patron gives the library materials to an attendant who checks to see they are properly charged out and passes them around the detection point. The library materials are not desensitized. The patron walks between the detection screens and picks up the materials on the other side. In a full-circulating system, the patron hands the materials to a library attendant who desensitizes them during the charge out process. This is accomplished in either one of two ways: 1) the target is desensitized by a book check unit, or 2) it is shielded by an appropriate card or tag. Checkpoint Mark II is the only system discussed that uses the shielding method. All other full-circulating systems use the book-check-unit method.

3M's Tattle Tape Book Detection System Model 1250.

federal rules, Checkpoint petitioned the FCC in July 1974 to allow the operation of wide-band swept radio frequency equipment. The FCC placed the suggested rule change on Public Notice, studied comments from other manufacturers, and noted that it had not received any complaints about Checkpoint interference with other radio frequencies. Consequently, the FCC adopted the proposed amendment, effective Sept. 12, 1977. The amendment permits existing Checkpoint Mark II equipment and its expansion as long as no complaints of interference are received. The ruling by the FCC has expanded the technological possibilities for theft detection systems.

Refinements in Checkpoint technology have included: improved circuit design to simplify installation and increase reliability; a hand-held device to insert Checklabels in pockets in seconds; an improved entrance/exit gate; color-coordinated sensing screen bases to match existing library decor; and a method to protect headsets, cassette recorders, and other audiovisual equipment.

The metamorphosis of the Checkpoint sensing unit is an example of the trend from bulky and conspicuous to trim and inconspicuous. The detection unit used in its first system, Checkpoint I, consisted of two large, wooden, visually obscuring screens measuring approximately 5 feet tall by 3 feet wide by ½ foot thick. It was an imposing structure. The current model uses two trim, framed, plexiglass sensing screens measuring 5½ feet tall by 1 foot wide by ½ inch thick. It is not surprising that the manufacturer reports they have not yet found a library where the screens cannot fit.

Gaylord

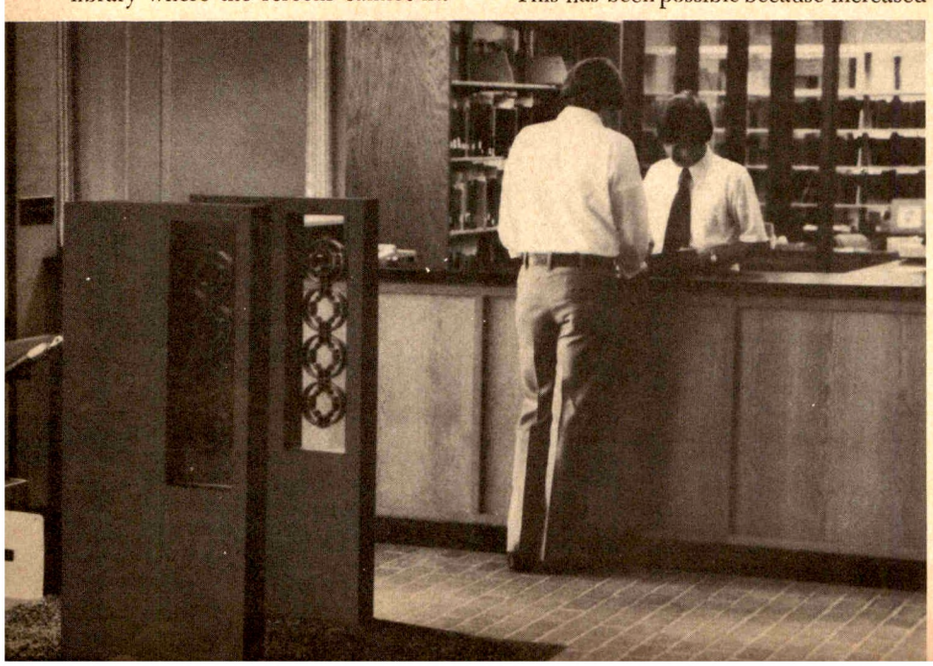
The Gaylord/Magnavox Book Security System is a relative newcomer to the field. As such it has been able to avoid some of the pitfalls of its predecessors. Built by Magnavox, it claims to be virtually free from false alarms.

Gaylord's major recent announcement has been a reduction in the price of the installed system from $8,625 to $7,300. This has been possible because increased sales have provided economies of size in ordering from Magnavox.

Other new developments center around the availability of new tape strips. On Feb. 15, 1978, Gaylord announced a full-circulating tape strip measuring 4 inches long by ¼ inch wide. The original detector target measures 3¼ inches square and continues to be available. They also offer a permanent detector tape strip that comes packaged in a 500-foot roll. To use it a library simply cuts off the size piece it needs (to be effective, it cannot be less than 4½ inches long) and inserts it directly on the material to be protected. The roll method offers economies in manufacturing (the backing is easily peeled off in a roll and doesn't require an extended backing piece in the form of a tab) and economies of use (the library uses only what it needs).

Knogo

Knogo's latest announcement foreshadows libraries of the future. At the 1978 ALA Midwinter Meeting, the Knogo Corporation introduced an integrated circulation control and book security system. The automated circula-



Gaylord/Magnavox Book Security System.

tion control system is sold by Automated Library Systems, Ltd., a British firm. According to a Knogo representative, there are no installations of the combined systems yet, but the product is available.

Knogo is also working on a mass resensitizer that will "recharge" books returned to the library. They are considering two options: a wand-type resensitizer that would be hand-held and passed over the returned materials, and a book-chute type. Knogo recently completed a customized mass resensitizer of the book-chute type for the University of Calgary library.

Sentronic International

Sentronic is in the midst of negotiations which, if successful, will offer libraries a variety of models. Sentronic International, a division of General Nucleonics, reports it now offers both the Book Mark system, also sold by Library Bureau, and the Sentronic systems. They anticipate that eventually Library Bureau will handle the marketing of all these systems, while Sentronic will handle manufacturing, installation, and service.

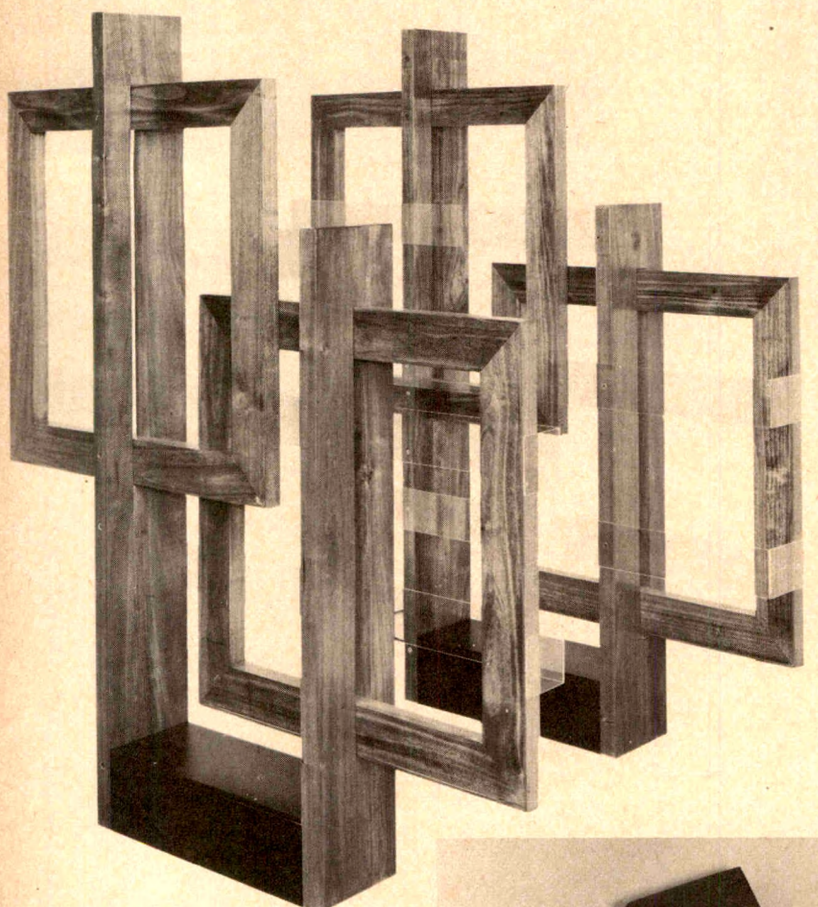
Technological advances reported by Sentronic are in the area of limiting false alarms. False alarms are one of the problems users have had with the Sentronic systems. The manufacturer reports an improved system has been designed that uses a discriminator to limit potential false alarms from ambient magnetic fields.

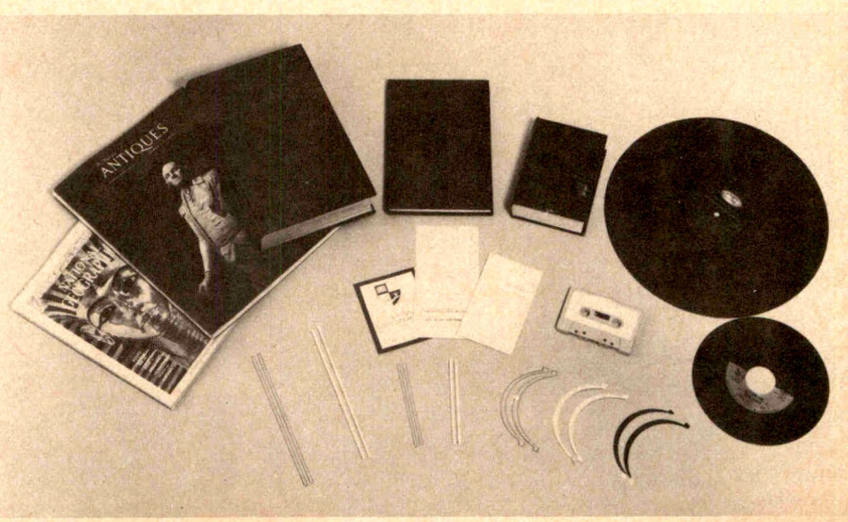
The increased use and availability of audiovisual materials, particularly cassette tapes, in libraries have been a plus for the technology used in the Sentronic (and Book Mark) systems. They operate on a magnetic principle and their sensitizing/desensitizing unit (book check unit) will not affect the content of magnetic tapes. (This is not true for the stronger electromagnetic systems using a sensitizing/desensitizing unit.) Because no special procedures or treatment are needed for a category of library materials, using these systems is simpler and there is less chance of human error.

Theft detection systems have come of age. They are making a contribution towards improving library service at a reduced overall cost. Librarians can thank advanced technology and their own perseverance in working closely with manufacturers to identify needs, problems of the systems, and, in some cases, solutions. Although all the systems do reduce losses, there are significant differences among them in terms of types of protection they offer, cost, false alarms, and so forth. Libraries must choose what is most important to them beyond reduced losses.

Perhaps the key to selection is the availability of fast, efficient, and locally based service. There is nothing worse than owning the most technologically advanced machine in the world if it can't be repaired.

For more detailed background information on the designs, capabilities, and prices of these theft detection systems, see the November 1976 issue of *Library Technology Reports*. □





Above: Sensing panels for Knogo Corporation's detection system. Right: Samples of targets used in Knogo's system to protect library materials.

Library Confounds Criminal Capers

by Pamela Gjettum

We didn't decide to get a burglar alarm until we had been burgled four times. That statement, written out, seems to be the very pinnacle of stupidity, but then so is burgling a public library. Crime is definitely a growth industry with high profits for the brave and ingenious. But with overdue fines at 3 cents per day, our accumulated earnings could hardly tempt even the most desperate. And even at that, our bungling burglars never actually found the money, cleverly hidden behind a geranium.

What they did do, each time, was make an enormous mess. Presumably they were searching for the money or venting their natural frustrations. They emptied drawers and scattered file cards around. They pulled books off the shelves. They were either very ignorant of or very sympathetic to library procedures, because they always dumped the registration and card files and never the circulation file—far more difficult to reassemble.

This made the problem chiefly a nuisance. We had to go in early the next day to clean up. The trustees, fearful that publicity might engender imitation, imposed a media blackout so nobody except librarians, trustees, burglars, police, and their friends and relations knew we'd been burgled.

Of course in a town the size of Exeter, New Hampshire (population 8,892), that included everyone not actually in the cemetery, but the principle held. I did make the break-ins the subject of one of my weekly book review columns, dextrously working in the theme of books about crime. But there was no comment and no result.

The police were polite, helpful, and helpless. They were very exciting, dashing, in their blue and silver uniforms with their ominous hip pistols. They even (shades of Sherlock Holmes!) measured footprints in the mud outside the windows, dusted for fingerprints—without, however, taking any of ours for comparison—and nearly shot the children's librarian when she walked in unexpectedly.

They never, to my knowledge, caught anybody; the police never told us how or even if an investigation was going on. They did have some concrete security suggestions. Our copying machine had been wrecked, evidently in an attempt to get into the coin box, which we emptied every night. To forestall expensive repair bills, we were told, it is a common safety measure for supermarkets to empty cash registers and leave them open, showing thieves their barrenness. Fixing the copier was the single most expensive happening in all our break-ins.

Other than that, we just plugged ratholes. Our visitors got in once by climbing up a tree to an open upstairs window. We cut down the tree; it was rooting into the foundations anyway. Another time the intruders pushed in a window in the cellar, so we replaced all the old 1896 windows with good, strong, steel screen and storm combinations. After one break-in we found burnt matches strewn around the floor. The police suggested we leave a light on at night so burglars would not burn the place down in the course of their burgling.

Each time we felt as if we had been hit by lightning. The burglaries were shocking, unpleasant, and unexpected, but surely not likely to recur. Cleaning up was irritating, but not as irritating, say, as collecting overdue books house to house.

And then it happened again.

Second Page News

On my way home from a class one evening, I stopped at the library. I unlocked the door, dropped my book bag on the discharge shelf, and thought my assistant had certainly left the place a mess. Then, seeing the overturned book cart, papers on the floor, and the upended stacks, the horrifying realization hit. I dialed the police, bolted outside, and waited on the sidewalk until the flashing blue lights appeared.

The police said I must have walked in on the burglars.

This time there wasn't any juvenile fumbling for petty cash. Files were pulled out of drawers and strewn around. Borrowers' cards were piled on the floor, with plastic adhesive poured over them. The bookstacks in the children's room were overturned in a grimly explicit demonstration of the domino theory. And again, spent matches littered the floor in piles of debris. But this time the burglar lights had been on.

Breaking in through a window . . .

The police stayed for an hour, measuring, photographing, and dusting. A local newspaper photographer who evidently had a police contact came in and asked if she could take a picture. Numb with shock, I told her to go ahead. It was second-page news the next day.

At midnight the police said I might as well go home, and suggested that the library get a security system. One officer even volunteered to come to the next trustee's meeting if I thought that would help.

He didn't have to. The next morning the library was closed. Hearing about our disaster on the radio, staff, trustees, relatives, and the school librarian helped vacuum up the broken glass, pry off the dried glue, and hoist the bookstacks back upright. And as we worked, we talked about burglar alarms.

Timing was both awkward and fortuitous. We were hit five days before our town meeting. Our budget, naturally, had been made up months earlier. We found an amazing number of local security firms listed in the yellow pages of New Hampshire seacoast phone books, and called several, explaining that we needed their bids immediately. Obviously those who could work fast knew their business and wanted ours.

We faced the potentially lethal procedure of standing up to propose an extra budget item at the very end of the town meeting, when everybody is feeling very tired and very poor. Anyone who has ever been to a New England town meeting knows the deadly barrage facing any revenue item. We waited tensely knowing that:

- the police would support us (and had indeed made the initial suggestion);
- the potential for damage far outweighed the cost—the security bids averaged $2,500. If the library burned, it would cost many hun-

Pamela Gjettum, librarian at the Exeter (N.H.) Public Library, has written articles for the library press and does a weekly book review column in the Exeter local newspaper.

dreds of thousands of dollars to build a new one;
the library houses many priceless town treasures. We dared not leave Governor Bell's personal library, Elizabeth Bougereau's painting of three fat children crossing a brook, or General Marston's sword, epaulettes, and saddle at the mercy of vandals. Flint-souled selectmen who would cheerfully cut the food allowance at the old people's home get dewy-eyed at the mention of Our Heritage.

. . . burglars ransacked the Exeter library, strewing materials and upsetting stacks.

The special appropriation passed without a struggle, almost without comment. Everybody was either too exhausted to fight, or all that publicity had helped us. Perhaps our presentation was simply too logical and proper to be refused.

Ultrasonic Security

Then we had to sort out and evaluate the various types of security systems. There are quite a few of them, all vaguely reminiscent of James Bond. There are window or doorway buzzers which go off when anything is disturbed. There are wired and wireless systems which go off when anything passes through a signal circuit. The wired systems also go off if anyone tries to tamper with the wire. Libraries tend to have lots of doors and windows; to put a buzzer or circuit on each one is expensive.

The fancier ultrasonic, infrared, and microwave systems seem to cost more. These detectors send out radio-type waves and are triggered when anything enters their fields. Microwaves are slightly more sensitive and can feel through walls, so one unit can watch more than one room. But it also may watch right through the outside wall if not positioned carefully. The infrared devices, which sniff out body heat, have been used to find snipers in the dark in Vietnam. They are disguised in a variety of ways—as books, for instance. We ultimately rejected the book format since browsers might keep picking up the device, even if it had an unappetizing library science dustjacket.

In the end we decided on a $2,000 package consisting of six ultrasonic detectors, one for each of the library areas: lobby, reading room, reference, children's room, genealogy, and all-purpose room. We now have magnetic contacts on the front and back doors and an infrared sensor in the basement (ultrasonic would disturb the bat colony). We also have an alarm button at the front desk which we are supposed to press in case a holdup person demands all our money. We didn't ask for that. It was part of the package, but we are all eager to use it.

The system went in quite quickly, with a minimum of mess while installation men drilled into the walls and shouted up and down stairs at each other. The system connects to the police station—if a burglar breaks in, he or she will hear and suspect nothing, while down on Water Street, the panel in the police station will go off rather like Mr. Hudson's bell panel in "Upstairs, Downstairs." The police will speed softly up to the library and catch the felons redhanded. Not all police like to do this, so consult your local department before installing a system. Some very posh outfits maintain their own parapolice to answer security alarms.

Other systems ring loudly; in theory, the burglars flee in panic. These systems assume that somebody else also will hear the alarm and call the police in case the burglars do not flee. It also assumes people living near your library don't mind listening to gongs and buzzers at various times of the night.

Phantom Prowlers

The alarms are very sensitive indeed. Ours detects wind through our open windows. The salesman assured us the alarm goes off only for solid objects, but if that is true, there is an invisible solid object moving around our library at night, when we leave our windows open. That thought is worse than the fear of burglars. The infrared can be tuned up and down and supposedly will not detect anything as small as a bat. But the alarm generally goes off about once a week, usually at 2 a.m. Even though the police have a library door key, they call me each time the alarm sounds. They courteously pick me up in a cruiser (though they don't flash their lights any more), and we all go over to the library and tour the empty rooms. I don't really mind midnight phone calls since I am a sporadic sleeper and fond of excitement. But I do wonder if the police may not eventually tire of the endless cries of wolf. They assure me that they will not, that all alarm systems seem to go off for no reason, and that they would prefer to answer a thousand false calls than miss one real one.

One wonders if the night shift on the Exeter squad may not be a trifle boring. Not much goes on here even in the daytime, though a while back police did arrest a garage man whose sign was too large for the zoning laws. Livelier areas of the country may face a different situation.

But even in placid Exeter, that slightly-out-of-focus picture-postcard New England town, it seems that burglars and therefore burglar alarms have become necessary. Small town libraries now must make the elaborate security arrangements of top secret military installations.

Of course, one cannot rely entirely on mechanical devices, and the conscientious librarian will want to make a five-pointed star in white chalk on each door and windowsill. The top point must face outwards, and you must be careful not to overlook attic or basement entrances. I am not sure if it is the influence of the stars or the security system, but nobody has broken in since March 1977. □

SIDE TRIPPING

The Joy of Online Searching in Sunny Texas

by Lois R. Pearson

In the beginning—1964—there was only MEDLARS, the National Library of Medicine's automated Medical Literature Analysis and Retrieval System. Now, blanketing every field from sci-tech to the humanities around the world, nearly 400 publicly available natural-language data bases supply bibliographic citations, abstracts, or research summaries. In providing low-cost access to this multitude of bases, half a dozen major online retrieval services have prospered.

This proliferation has necessarily spawned an increasing number of special training programs, seminars, and conferences to teach or sharpen the skills of the librarians who search the literature online.

One such workshop-seminar attracted 166 participants—most of them Texans—to the University of Texas/Austin's Joe C. Thompson Conference Center Feb. 23–25*. Warmed by the Texas sun and Texas cordiality, librarians and vendors alike shared a commonality other groups might envy.

Online: Phase II updated a 1976 Online Systems workshop and was programmed for experienced users. No participant could boast of more online experience than the keynoter, Jan Egeland. Thawing out after her flight from Minneapolis, Egeland launched the prevailing ambiance of friendliness by referring to librarians and vendors by their first names.

For-profit Retrieval Services

Jan began working with MEDLARS at the State University of New York Medical Center in 1966. When SUNY discontinued its retrieval service in 1976, 42 libraries agreed to see if the service could go commercial. The result: the Bibliographic Research Service of Schenectady, now Jan's employer. BRS offers MEDLARS, ERIC, DISSERTATION ABSTRACTS, PSYCHOLOGICAL ABSTRACTS and other data bases of particular interest to academic libraries, which make up 70 percent of BRS clients. Another 20 percent are government offices. Jan asked "Dale" and "Betty" to describe their markets.

Dale Kratsch, representing the System Development Corp., said SDC clients are chiefly large corporations and science information brokers. Betty Davis, formerly math/physics librarian at the University of North Carolina/Chapel Hill, now works for Lockheed Information Systems, which says it has the largest collection of online bases. She reported that most of Lockheed's DIALOG customers are in government and industry, with a growing number of academic and public libraries. The services overlap—for example, BRS, SDC, and Lockheed all offer ERIC and NTIS, the National Technical Information Service.

An enthusiastic searcher queries keynoter Jan Egeland (right) of BRS.

Jan predicted the proliferation of machine-readable data bases will continue; "Some will be lousy, some okay." She viewed the competition as healthy and conducive to lower prices. Eventually, she hopes, the bases and systems will standardize their languages and methods. ("They've got to *consolidate*!" murmured one academic librarian.)

"In the last few years, everyone has learned about data bases," Jan pointed out, "but the level of usage is still fairly low." For librarians to raise it, she suggested they should promote the services as retailers do.

"Online service is a normal reference activity and should be funded as such," she maintained. "Library reference budgets support automated cataloging and circulation . . . why not automated data bases?" Jan believes the user should pay part of the search costs.

At the large and small sessions after Jan's speech, everyone got into the act. Eugene Rathswohl of UT's Management Department suggested librarians should become information managers: "If you

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Hands-on Training

Expressing a need for a personal encounter with the computer, some 15 librarians and at least one nonlibrarian turned up for Pratt Institute's short course in Online Terminal Searching one January Saturday in New York City. At the all-day class, American Petroleum Institute Central Abstract and Indexing Service Director Everett Brenner discussed developments in information retrieval from Luhne and Taube to the present.

During two evening sessions at Brenner's headquarters, the class learned Lockheed and SDI search techniques and got hands-on experience at multiple terminals. Experiencing some successes and some disappointments, the librarians agreed it was exciting, useful, and stimulated appetites for more online searching.

—Margot Karp

don't take charge and make the decisions, someone else will."

Jennifer John Reavis, who runs her own Freelance Research Service in Houston, spoke up to support Rathswohl. "Don't just supply information," she urged. "Jump in and assume the roles librarians usually don't take."

Rice University librarian Betty Jo Dollar analyzed the behavioral, intellectual, and technical skills needed for online searching. She posed the question of whether the job requires a new level of "information person" rather than a reference librarian with special skills.

At least two young librarians had no doubt they could do the job. On the bus ride home from the inevitable Texas-style barbecue, Anne Krum of UT's Health Science Center in Houston and Bob Luberda of the Dallas Public exchanged notes on the thrill of the online search as avidly as if they were archeologists comparing their finds.

Anne told us that Online-Phase II was the best workshop she'd ever attended. "I've been here only 24 hours and I already feel I've known everyone for years." We suggested it was just the western way, but she countered: "No, it's Texas. I've just moved here from Denver."

Teaching the Patron

At the final session, a panel discussion on "Client Training" evoked a variety of responses. Public Services Director Gary Menges of UT's new Perry-Castaneda Library said that every Monday librarians offer students hands-on training on ERIC. "The more the end user knows of the problems involved, the better the search goes," he said. All UT students can be trained to use OCLC, but the more sophisticated searches usually require a librarian's skills. "However," he concluded, "it depends on the individual."

Prof. Eugene Jackson of UT's library school added, "Mechanical engineers are SOBs to work with; chemists much easier."

EXXON librarian Louise Parris said that special library service activity demands a special searcher. "Sometimes recent graduates will tell us, 'We want to do it, we love to do it,'" she said, "but many clients aren't interested in how we get the results. Also, many of them don't type. Maybe when clients can search by voice it will be different."

One public librarian made it clear there was no prospect of training the users at his library. "Many of our patrons have trouble pulling out a catalog drawer," he quipped.

In his wrap-up of the Phase II workshop, SDC's Kratsch predicted that by the time Phase III is scheduled, "more and more users will be doing their own searching . . . We will have the responsibility to guide, train, and advise them." □

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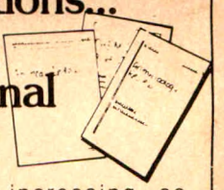

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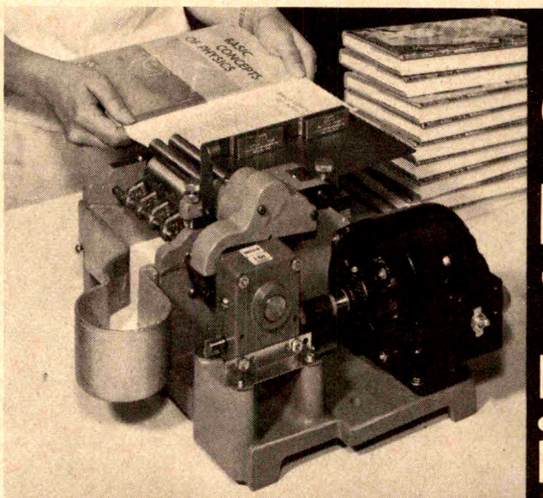

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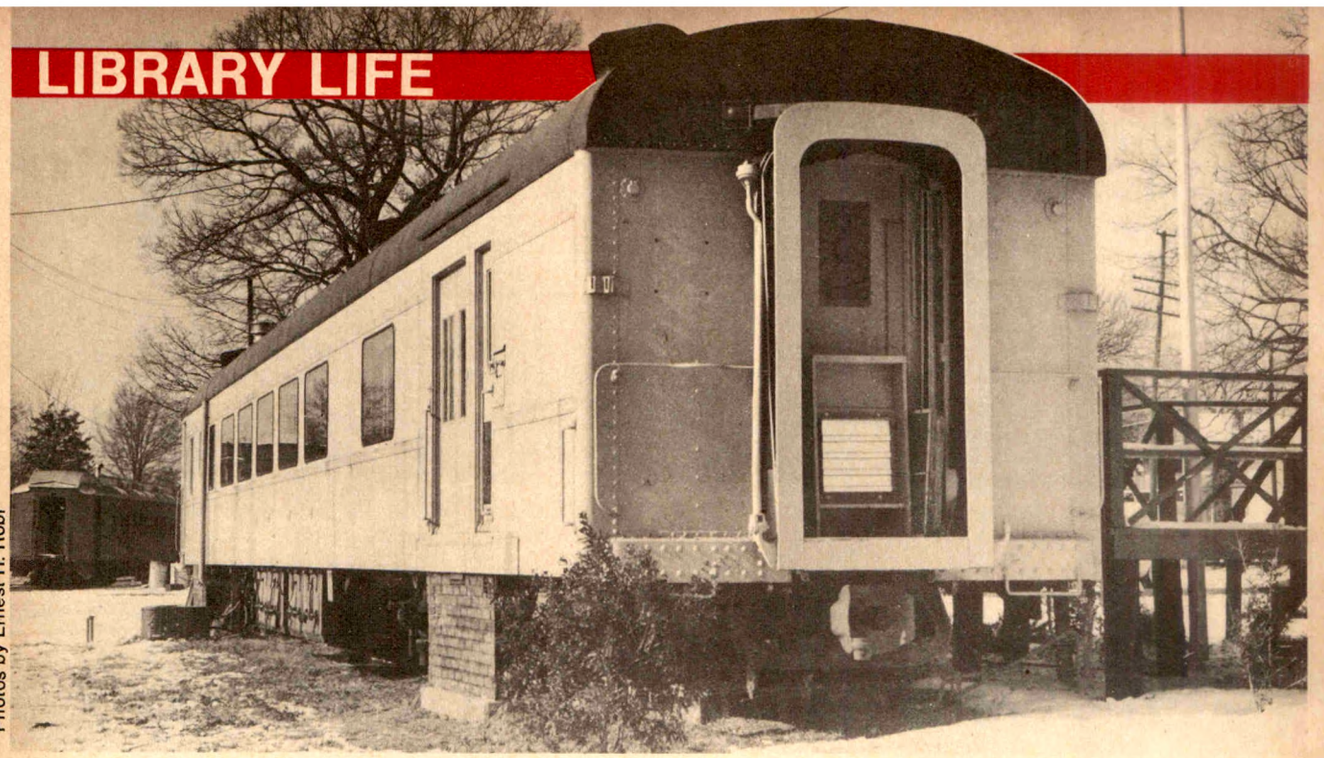


Photos by Ernest H. Robl

Once used to feed hungry World War II GIs, this railroad car now houses the Norlina (N.C.) Public Library.

"Reading" Railroad Revival

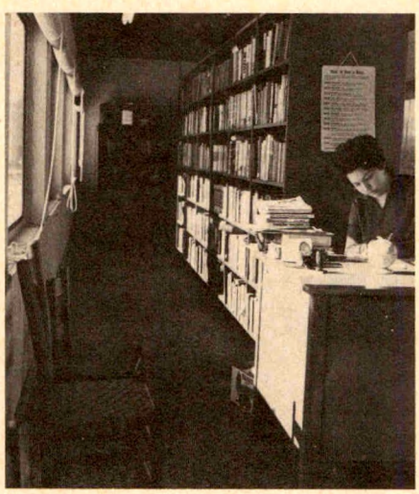
The following is based on a report by Ernest H. Robl of Duke University's Perkins Library.

Once upon a time, a railroad kitchen car provided food for hungry World War II GIs. Today, that same car is providing food for thought for the 1,000 residents of Norlina, N.C., a railroad town ten miles south of the Virginia-North Carolina state line.

The car houses the Norlina Public Library, a frequent stopping point for maintenance crews from the Seaboard Coast Line Railroad. Surrounded by tracks on all sides, it is at home amid the 200-car freight trains and cushy Amtrack passenger vehicles that rumble by it each day.

The library moved into the railroad car in August 1976. Its previous home had deteriorated so badly that patrons were afraid to visit, fearing the porch would collapse. Since Norlina couldn't afford a new building, the U.S. Army's Transportation Corps gave the town a battered old train car to replace the even more battered library building. The townspeople removed the car's wheels and set its body on brick pilings on some unused Seaboard Coast Line Railroad property.

Then Norlina civic groups set to work reglazing windows, tearing out partitions, and repainting the car's interior and exterior. Many labor hours and $8,100 later, they had a handsome red and gray home for their library collection.



Librarian Ann Pullen engineers a project.

The train decor has increased library patronage, according to librarian Ann Pullen. She runs the railroad facility herself . . . all the live long day.

Library Custodian Gets Snow Job

When Jim Martin boarded the bus for Harvard's Widener Library one snowy Tuesday morning, he didn't expect to spend the next two days alone, drinking nothing but coffee, answering the telephone, shoveling snow, and investigating strange noises.

Employed as a Widener custodian for just two months, Martin was trapped in the library from 7 a.m. Feb. 7 until late Feb. 9 during the largest recorded snowstorm in Boston's history. During the blizzard Harvard authorities closed down Widener for the first time ever.

Martin's adventure began when a plow cleared his snowbound street just as he was leaving for work. With the help of a friendly jeep driver, Martin traveled to a bus stop to catch what turned out to be the only bus venturing to Harvard Square in the next three days.

The snow continued, preventing the arrival of Martin's relief janitor at 4 p.m. By 12 a.m. when the night custodian failed to appear, Martin realized the weather was too bad to allow travel home.

Keeping the library entrances unobstructed, investigating noises, and answering 30 telephone calls kept Martin busy for the next several days. He had to climb through a window to clear the front doors and use the stairs on his rounds in case a power failure stopped the elevator. When Martin noticed footprints leading to the library, he searched the building, only to find he was still alone. Later he learned the prints were formed by an engineer attempting to rescue a student who had been injured jumping into nearby snowdrifts.

Martin kept in touch with his family by phone and subsisted on staff room coffee. He later said he'd willingly undergo the ordeal again if he had to because it "gave him time to think."

A desirable activity for a library.

The above piece is based on a story that appeared in the Feb. 23, 1978 HUL Notes, *a weekly newsletter.*

Religious books: who cares? To Kenneth Woodward, who has edited *Newsweek*'s Religion section since 1964, talking and writing about books is a luxury he rarely indulges "on the job." One week he may be writing an opinionated commentary on the pope's birth-control encyclical; the next, he may be in Delhi trying to "get the feel of Indian religions" for a special cover story.

In a recent *Publishers' Weekly* interview, he said, "What I try to do is to interpret every tradition in its own terms, because every tradition conveys a special way of receiving and perceiving the world."

Kenneth Woodward thinks "the vast majority of people are religious."

Speaking to *AL*, he added: "My job is to try to give a sense of how it's all integrated . . . to make a connection between what's happening on the religious front with the general culture."

Though Woodward is reading all the time to be *au courant* of these traditions, he rarely reviews books, because in *Newsweek* a review becomes a news story and "limits your freedom of expression."

The *Publishers' Weekly* interview of February 13 left this reader with the feeling that no reviewing medium adequately covered religious titles, so we called Woodward to see if he agreed. He warmed quickly to the subject of religious books and their audience.

"If you were to take the bestselling books in any one year—that is, the *gross* figures—and truly include books of all kinds, eliminating the Bible, you'd find that eight out of ten bestselling books would be religious titles," Woodward said. He cited the great rise in the evangelical market, the horde of people buying up Pat Boone and Billy Graham titles as soon as they hit the bookstores.

Woodward likes to make a distinction between the vast majority of the population and Daniel Bell's "overculture," i.e., the media and the university community.

"The overculture doesn't seem to be aware of religion," he said. "The *New York Times*, for example, not only doesn't know what to review, they don't know who to give it to to have it reviewed." He felt the other general book media were no better.

Asked where librarians could find helpful reviews, Woodward suggested *The New Review of Books and Religion* (Seabury Press), "which is making an effort on an ecumenical basis to tell people where to find the best books on religion." He also commended Martin Marty for "the fine job he is doing in the short takes he does for *Christian Century*."

Woodward also recommended librarians use *Theological Studies, America, Commonweal,* and *Crosscurrents* ("one of the best").

In his own lifetime personal library, he would include Joseph Pepys, Abraham Herschel, and John S. Dunne, whom he calls "the most important theologian in the country today." (He gives a more thorough sampling of his library in the Jan. 25 *Christian Century*'s "Books That Shaped My Life" column.)

Woodward receives abundant reader responses to articles on religious subjects, and he speaks with passion about the "religious constituency."

"Actually, the vast majority of people are religious and are concerned about how religion affects their lives.

"Kids grow up innocent of religion because they must get good grades in what the public schools find important—they don't teach religion. People must conform to what's current in the system." Because of this, Woodward says, religion has become internalized and "privatized."

"It does not enter the *public* side of most people's existence. Most people don't know the fundamentals of religion in their own culture. In this fast-food culture, this MacDonaldland, people don't *express* their religious views, but they still see themselves in terms of their ethnicity and religion. This difference counts in how they understand themselves and relate to other people."

When asked if he would be willing to give his choices for the best ten religious books of 1977, Woodward readily agreed (see box). He cautions *AL* readers that his list is "very personal" and in no particular order of preference.

Although he sees value in such a "best books" list, Woodward considers it just as important that people know of "a masterwork going on in our time: Jaroslav Pelikan's *The Christian Tradition: A History of the Development of Doctrine*" [vols. 1 and 2 are available from the Univ. of Chicago Press at $16.50 each, and vol. 3 is scheduled for Spring 1979 publication].

"There is a constituency for theology out there . . . an echo out there . . . for writers talking about the matter and data of faith because it affects a lot of people. Some will get a wider following than others, a Tillich or a Reinhold Niebuhr—they were great preachers and have a rhetorical gift that comes through in their prose." —*Edith McCormick*

Woodward's "Ten Best of '77"

The Birth of the Messiah, by Raymond Brown (Doubleday, $12.50)

Rich Christians in an Age of Hunger, by Ronald Sider (Inter-varsity Press, $4.95)

Truthfulness and Tragedy, by Stanley Hauerwas (Univ. of Notre Dame Press, $12.95)

On Being a Christian, by Hans Kuehn (Doubleday, $12.95)

The Jewish Presence: Essays on Identity and History, by Lucy Dawidowicz (Holt, Rinehart & Winston, $10)

The American Catholic, by Andrew Greeley (Basic Books, $15)

Religion at the Polls, by Albert Menendez (Westminster, $5.95)

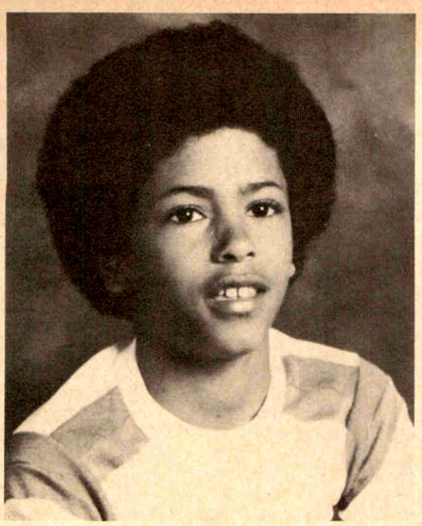
Jesus the Christ, by Walter Kasper (Paulist Press, $12.95)

Facing Up to Modernity, by Peter L. Berger (Basic Books, $11.50)

The Church and the Power of the Spirit, by Juergen Moltmann (Harper & Row, $15)

SHORT TAKES

Nine-year-old publishes modern folktale. Children's Book Press is a small nonprofit publishing house in San Francisco operated by publisher/educator Harriett Rohmer. Ms. Rohmer told *AL* that her press has been actively publish-



Dante Westbrook

ing since 1975 and so far has 16 titles to its credit. Specializing in stories, legends, and folklore of the many people who now live in the U.S., Children's Book Press has done well with a series of ten bilingual books presenting the legends of different Spanish-speaking countries. Many of the firm's other books are bilingual and feature stories from Chinese, Filipino, Native American, and Vietnamese communities.

The house's most recent publication is *Daxius*, a story told to publisher Rohmer by nine-year-old Dante Westbrook in four taping sessions. Illustrated in four-color by Dewey Crumpler, San Francisco muralist, it tells of Daxius, the son of a black panther and a human woman "mixed with black panther." Daxius is a nine-year-old's blend of animal lore, science fiction, African legend, and modern wisdom.

As all CBP titles, this paperback sells for $3.50. A catalog and order form can be obtained by writing the press at 1461 Ninth Ave., San Francisco, CA 94122 (415-664-8500).

New sci-fi line of hardbacks. Del Rey Books, which started as a specialty science-fiction/fantasy paperback imprint of Ballantine barely a year ago, is now publishing its own hardcover line —meaning extensive review attention, greater publicity opportunities, and stronger potential for library sales. Editor-in-Chief Judy-Lynn del Rey feels that now "it will be possible to find and nurture new science fiction writers and promote them into the Isaac Asimovs and Arthur C. Clarkes of the future."

On February 20 *Gloryhits*, by Bob Stickgold and Mark Noble, launched the new line. The authors, neurobiologists with advanced degrees in genetics, take the explosive controversy over the perils of recombinant DNA research out of the scientific community and project it into a world of terrifying possibility in this, their first literary effort.

In the coming months Del Rey hardcovers will include an expanded version of Robert Foster's 1975 mass-market edition of *The Complete Guide to Middle-Earth: From the Hobbit to The Silmarillion* ($10), updated to include detailed references to *The Silmarillion*, number 1 on the *New York Times* bestseller list; *The Fantastic Art of Boris Vallejo* ($7.95 paper; $12.95 hardcover), a full-color collection that features all the Boris covers for Del Rey's Tarzan books; and Alan Dean Foster's *Splinter of the Mind's Eye* ($7.95), an original novel authorized by George Lucas as a sequel to *Star Wars*.

Anne McCaffrey's third novel in the "Dragonriders of Pern" cycle, *White Dragon* ($8.95), is being published to coincide with her appearance as a featured speaker at the June 26 YASD luncheon during ALA Annual Conference. In all, Del Rey will publish approximately 12 hardcover titles in 1978.

Shakespeare of the 6 o'clock news. Surfacing in the most establishment media these days are reviews of counter-culturist Sidney Bernard's latest book, *Witnessing: the Seventies* (Horizon, $12.95).

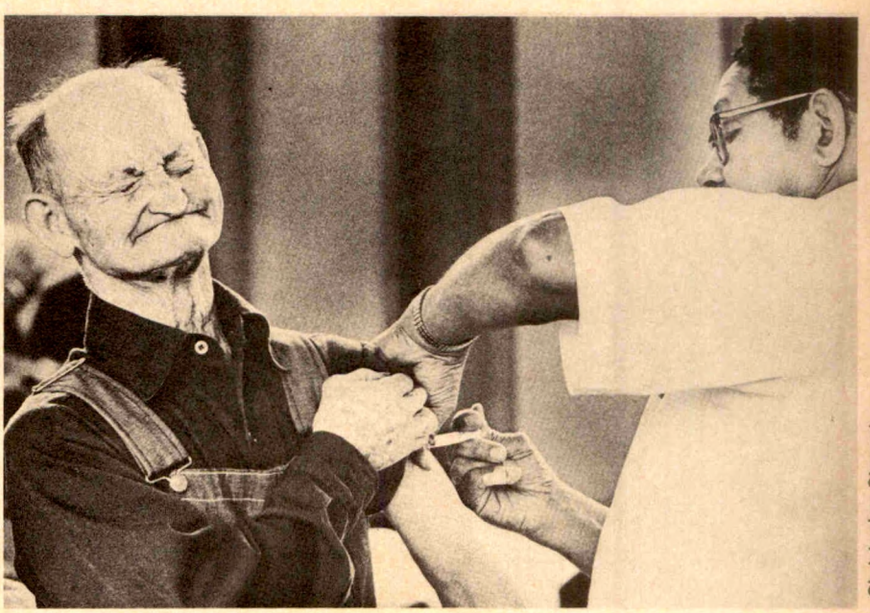
Bernard writes montage pieces on goings on in the New York literary world—from a neighborhood poetry reading to the National Book Awards (see June *AL*, p. 351)—and New Left happenings. His style is crisp (TV anchors are "ankies"; news reporters, "newsies"), often impudent (he calls Andy Warhol a "catatonic with a Polaroid"), and filled with the high flavor of the contemporary scene. Like him or not, Bernard is a phenomenon, and the more influential media are paying attention.

A put-down in Kirkus last August referred to his writing as "very private, like a shared secret" and characterized "the spurious intimacy between himself and the reader" as coming from little-mag land. A Dec. 4 *LA Times* notice wholly dismissed *Witnessing*, but added: "If Shakespeare were doing the 6 o'clock news, he couldn't capture the events from more angles than Bernard."

To his admirers, such as the reviewer in the Nov. 27 *New York Times Book Review*, he is comparable to Mencken ("his essays have the vigor and the idiosyncracies of all the great individualists who wrote to please themselves").

Bernard is freelance roving editor of Harry Smith's *The Smith* and *The Newsletter on the State of the Culture*, and has been called "New York's most ubiquitous man about town." His employer Harry Smith says the 60-year-old Bernard "can be seen observing, conversing, disputing . . . unpredictably materializing at any important artistic, political, or neighborhood occasion."

With further reviews in the works from the *Washington Post*, *Choice*, and *Commonweal*, Bernard's reputation may extend beyond the Big Apple and his usual "home" in *The Soho Weekly News* and radical/pacifist *WIN Magazine*.



Christopher Stewart

Getting his swine-flu injection and surviving it is Temple Story (above), who also survived the great influenza of 1918. This is one of over 500 beautifully reproduced black and whites appearing in *The Best of Photojournalism II* (Newsweek Books, paper, $9.95). Harry Reasoner introduces these selections from 10,000 entries in the 34th annual Pictures of the Year competition.

AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

April

3-7: *Storytelling Festival in the Park,* N.C. Capitol building. Spons., N.C. State L. T. T. Howe, N.C. Dept. of Cultural Resources, Raleigh 27611 (919-733-5722).

5-8: Texas LA Annual Conf., Tarrant Cnty. Conv. Ctr., Fort Worth. Judith Krug discusses "Intellectual Freedom in Court: A Step Forward, a Step Backward," and moderates hot topic workshop at which *The Speaker* will be shown. J. Hetherington, TLA, Suite 108, 8989 Westheimer, Houston, TX 76129.

7-8: *Focus on Rural Librarianship,* Clarion Holiday Inn, Clarion, Pa. Spons., Ctr. for the Study of Rural Lnship., Clarion St. Col./SLMIS. C. Economopis, CSC Sch. of L. Media & Info. Sci., Clarion 16214 (814-226-6000, ext. 222).

8: *Is Your Idea Fundable? Grant Money and How to Get It,* Park Plaza Hotel, Cleveland. Spons., Case Western Reserve U./SLS & Alumni Assn., L. Council of Greater Cleveland et al. Fee, $20 (incl. lunch). A. J. Goldwyn, Continuing Ed., CWRU/SLS, Cleveland, 44106 (216-368-3500).

9-11: Idaho Pre-White House Conf. on Library & Info. Services, Rodeway Inn, Boise. Guests, Gov. Cecil Andrus, Al Trezza of NCLIS, & Larry Allen; workshop conducted by Gary Strong (funding), Irene Heninger (public image), & Dwight Jensen (user services). For details on other state & territ. pre-White House conferences, see box in March, p. 130.

10-11: Nat. Center for the Study of Collective Bargaining Annual Conf., Biltmore Hotel, NYC. Lectures and small grp. discussions on impact of c. bargaining on those who govern higher ed., the college prof. as employee, the unorganized campus. Fee: $150 mems.; $175 nonmems. T. H. Lang, Nat. Ctr. for the Study of Collective Bargaining, Baruch Col., CUNY, Box 322, 17 Lexington Ave., NYC 10010.

11-13: Assn. for Population/Family Planning Libraries and Info. Ctrs.-International Annual Conf., Atlanta Hilton Hotel. APLIC-Int., 165 S. Second Ave., Clarion, PA 16214.

12: New England Tech. Services Lns. Spring Mtg., Holiday Inn, Newton Lower Falls, Mass. Wm. Mathews of NCLIS speaks on "What Is the Automated Catalog?" N. Berg, NELA, POB 273, Holden, MA 01520.

14: *The Media Specialist as Curriculum Developer and Consultant,* 12th Annual Spring Media Conf., Syracuse U. Fee, $18. E. H. Daniel, Syracuse U/SLS, 113 Euclid Ave., Syracuse, 13210 (315-423-2911).

16-19: Nat. Info. Conf. & Expo., Sheraton Park Hotel, Washington, D.C. Spons., NICE (a pub. service of the Info. Industry Assn.). Fee: full regis. (with meals) $100 IIA or PRIM mems., or $125 nonmems.; preconf. sem. $60 to mems., $75 nonmems. Preconf: A Primer in Info. Resources Management. NICE Hq., 4720 Montgomery Lane, Suite 904, Bethesda, MD 20014.

20: *The Future of Card Catalogs in SOLINET Libraries,* Atlanta, Ga. Spons., Southeastern L. Network. Fee, $10. D. Remington of LC speaks on LC plans for catalog and related products; OCLC plans for authority control and other improvements; and current SOLINET activities. SOLINET, Suite 410, 615 Peachtree St., N.E., Atlanta 30308 (404-875-0745).

20-22: Oregon LA Annual Conf., Rodeway Inn, Eugene. Fee, $15. C. Hand, Lane Cnty. Council of Lns., Eugene P.L., 100 W. 13th Ave., Eugene 97401.

24-25: *Copyright Conference,* Kenlake State Resort Park, Hardin, Ky. Fee, $12.50 (incl. dinner). Showing of copyright teleconf. [see report, this issue]; panels discussing implications for authors, lns., & TV programmers. A. Herron, Box 3270, University Station, Murray, KY 42071 (502-762-4298).

27: Westchester LA Annual Conf., Rye Town Hilton, Port Chester, N.Y. Spkr. Maurice J. Freedman on "Opening the Catalog." H. Dougherty, Larchmont P.L., 121 Larchmont Ave., Larchmont 10538 (914-834-1960).

27: *Marian McFadden Memorial Lecture,* Indianapolis Museum of Art. Spons., Indianapolis-Marion County P. L. Speaker, Saul Bellow, Indianapolis-Marion County P.L., 40 E. St. Clair St., Indianapolis 56204 (317-635-5662).

27-30: New York Int. Antiquarian Book Fair, The Plaza Hotel, NYC. S. M. Finn, Showcraft Int., Inc., Box 468, Dedham, MA 02026 (617-329-4000).

28-29: 3rd Annual Conf. on Research in Children's Lit., U. North Carolina, Chapel Hill. Research in Folkloristic Matls. for Children—A Symposium. S. Steinfirst, UNC/SLS, Manning Hall 026-A, Chapel Hill 27514 (911-933-8362).

May

10-12: *Computer/Microfilm Interfaces,* Dallas, Tex. Conducted by Dataflow Systems, Inc. For govt. employees of all types: review of basic microforms incl. selec. of equipment; COM technology (2nd day); (3-day sessions also cover applications and related discussions). DSI, 7758 Wisconsin Ave., Bethesda, MD 20014.

15-16: *Computer/Microfilm Interfaces,* San Diego, Calif. (see May 10-12).

15-16: *Understanding and Obtaining Federal Grants,* Chicago. H. E. Kaplan, Dept. 14NR, N.Y. Management Ctr., 360 Lexington Ave., NYC 10017 (212-953-7262).

15-June 30: *OCLC Laboratory,* Catholic U./GDLIS, Washington, D.C. Fee: $100; 1 cr. J. Gilheany, Continuing Ed., CUA, Washington, DC 20064.

16-19: *Library Management Skills Institute,* Windsor Inn, Chicago. Spons., ARL's Office of Univ. L. Mgmt. Studies (OMS). Fee, $175. OMS, Assn. of Research Ls., 1527 New Hampshire Ave., N.W., Washington, DC 20036 (202-232-8656).

19: *Closing the LC Card Catalog,* New York Tech. Services Lns., spring dinner, United Engineering Ctr., 345 E. 47th St., NYC. Fee, $10. Impact of *AACR II* on LC catalogs; disposition of old authority files & shelf list; how the NUC will be effected by LC's new plan. Mrs. P. K. Ballou, Barnard Col. L., Broadway & 117 St., NYC 10027 (212-280-3953).

19-20: *LC Classification and Call Numbers,* U. N. Carolina/SLS, Chapel Hill. Interpreting LC classification schedules, applying them, and constructing LC call numbers. CEU cr. available. Office of Cont. Ed., UNC Extension Div., 204 Abernethy Hall 002A, Chapel Hill, NC 27514.

19-23: *Community Analysis for Responsive Library Services,* Peaceful Valley Lodge, Lyons, Colo. Spons., Community Analysis Research Institute & U. Denver GSL. Fee: $125 (trustees, $100): lodging & meals, $120–165. Community Analysis Research Institute, UD/GSL, Denver 80208 (303-753-3478).

24-26: Vermont VLTA, & VEMA LA Annual Conf., Green Mountain Col., Poultney. A. Turner, VLA, Box 803, Burlington 05402.

25-26: *Economic Information in Government Publications,* Nazareth College, Rochester, N.Y. Spons., New York State Govt. Docs. Task Force. C. Ryan, Center for Governmental Research, 37 S. Washington St., Rochester 14608.

June

5-6: *Understanding and Obtaining Federal Grants,* NYC (see May 15–16).

13-14: *Computer/Microfilm Interfaces,* Atlanta, Ga. (see May 10–12).

17-18: *Understanding and Obtaining Federal Grants,* Cleveland (see May 15–16).

19-23: *Libraries and Censorship,* Appalachian State U., Boone. A. Naylor, Ed. Media Dept., Appalachian State U., Boone, NC 28608 (704-262-2243).

20-21: *Research and Development; AAAS Report III,* Washington, D.C., Spons., AAAS Committee on Science and Public

Policy, with financial support from AAAS and the Alfred P. Sloan Foundation. P.S. Curlin, AAAS, Office of Public Sector Programs, 1776 Massachusetts Ave., N.W., Washington 20036.

20-July 4: *Touring Instructional Media,* Harrisonburg, Va. (point of departure). Study tour of school l. media facilities in Ky., Ind., Ill., & Wisc., incl. attendance at ALA Annual, Chicago. Fee, approx. $300 (travel & board); 3 sem. hrs. cr. *Apply by May 15.* D. L. Steinberg, James Madison U./DLS & Ed. Media, Harrisonburg 22801 (703-433-6302).

21-23: *Computer/Microfilm Interfaces,* Kansas City, Mo. (see May 10–12).

26-27: *Understanding and Obtaining Federal Grants,* Denver, Colo. (see May 15–16).

26-28: *Computer/Microfilm Interfaces,* San Francisco, Calif. (see May 10–12).

28-July 14: *Counseling and Advisory Services,* Chautauqua, N.Y. 3 sem. hrs. grad. cr. Director of Admissions, U. Pittsburgh/GSLIS, Pittsburgh 15260 (412-624-5230).

July

1-2: Women Library Workers Conf., Caroll Col., Waukesha, Wisc. Techniques of organizing in a variety of settings: organization of personal time, work, friends or other library-related community groups. J. Turner, 1969 N. Farwell Ave., Milwaukee 53202.

3-Aug 18: *Issues and Problems in the Handicapped Field,* Catholic U./GDLIS, Washington, D.C. Fee: $280; 3 cr. Part of new post-master's program to prepare managers & technologists in service to the handicapped; utilizes outside resource people & allows student to choose an area of concentration. J. Gilheany, Continuing Ed., CUA, Washington 20064.

3-Aug. 18: *OCLC Laboratory* (see May 15–June 30).

3-Aug. 26: *Sixth International Graduate Summer School in Librarianship and Info. Science,* Wales. Spons., Col. of Librarianship Wales, Aberystwyth, and U. Pittsburgh/GSLIS. 6 sem. hrs. cr. available. Director, IGSS 1978, College of Librarianship Wales, Llandadarn Fawr, Aberystwyth, Dyfed SY23 3AS, Wales (United Kingdom).

5-27: *Nonprint Materials in Schools and Libraries: Evaluations, Selection, Organization and Control, and Use,* Dalhousie U., Halifax. DU/SLS, Halifax, N.S. B3H 4H8.

7-Aug. 19: Bibliographical Tour of England, Vancouver to London return. Spons., U. British Columbia/SL. Fee: $1,700-1,800 all transportation, applic. & regis., accom. with some meals, & course-related travel; 1½ units cr. avail. *Deposit of $210 due April 7; remaining fee due May 7.* Visits to ls. holding important books & mss. not easily seen. Office of Extra-Sessional Studies, U.B.C., 6323 Cecil Green Park Rd., Vancouver, B.C., Canada, V6T 1W5.

Robert Gilka, director of photography for the National Geographic Society, will describe how *National Geographic*'s photographers select, shoot, and edit materials for publication when he keynotes the University of Wisconsin/Stout's Educational Media and Technology Conference July 17–19.

9-22: *Summer Media Institute,* Northfield Mt. Hermon School, w. Mass. Spons., Mass. Ed. TV, Mass. Bd. of L. Commissioners, et al. Fee: full residence $225/1-wk. course for Mass. res., $250 nonres.; day students $165/1-wk. course for Mass. res., $190 nonres.; 3 cr. (noncred. avail.) 2 crses. offered/wk. *Register by May 12.* Summer Media Inst., MBLC, 648 Beacon St., Boston 02215 (617-267-9400).

12-14: *Computer/Microfilm Interfaces,* Washington, D.C. (see May 10–12).

17-19: Annual Educational Media and Technology Conf., U. Wisc./Stout, Menomonie. Six concurrent workshops; visual and lecture presentations; keynotes by Ken Winslow of PBS's Public Television L. on "Videodisc and Videotape: What Will Their Impact Be on Your Media Program" and Robert Gilka, Nat. Geographic Society's dir. of photography, on "Assignment: The Universe," D. P. Barnard, Dean of Lrng. Resources, UW/Stout, Menomonie, WI 54751 (715-232-2246).

KEYWORD INDEX

Antiquarian Book Fair	April 27–30
Assn. for Population/Family Planning Ls. and Info. Ctrs.—Int.	April 11–13
Automated cataloging	April 12
Bibliographic tour	July 7–Aug. 19
Bellow, Saul	April 27
Cataloging	April 27
Censorship	June 19–23
Closing the LC catalog	May 19
Collective bargaining	April 10–11
Community analysis	May 19–23
Computer microfilm interfaces	May 10–12
	May 15–16
	June 13–14
	June 21–23
	June 26–28
	July 12–14
Copyright	April 24–25
Folklore for children	April 28–29
Government documents	May 25–26
Grantsmanship	April 8
	May 15–16
	June 5–6
	June 26–27
	July 17–18
Handicapped, service to	July 3-Aug. 18
Idaho pre-White House conf.	April 9–11
Intellectual freedom	April 5–8
Interper. communication	June 28–July 14
LC classification & call nos.	May 19–20
LC plans for catalog-related products	April 20
Management	May 16–19
Media	July 9–22
Media & technology	July 17–19
Media specialists	April 14
Nat. Inf. Conf. & Expos.	April 16–19
New England Tech. Srvcs. Lns.	April 12
N.Y. Tech. Services Lns.	May 19
Nonprint materials	July 5–27
OCLC	April 20
	May 15–June 30
	July 3-Aug. 18
Oregon LA	April 20–22
Research and development	June 20–21
Rural librarianship	April 7–8
School media centers	June 20–July 4
SOLINET ls., future of card catalog in	April 20
Storytelling	April 3–7
Study tour	June 20–July 4
	July 7–Aug. 19
Texas LA	April 5–8
Vermont LA, VLTA, & VEMA	May 24–26
Wales—int. sum. school	July 3–Aug. 26
Westchester LA	April 27
Women l. workers	July 1–2

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THE SOURCE

edited by Susan Spaeth Cherry

ALA GENERAL NEWS

Book News Supplement Premieres

Free sample copies of a prototype book news supplement intended for libraries and newspapers are available from ALA's Public Information Office. PIO has designed the supplement to appeal to people who rarely read about books because they find traditional book articles unappealing or unavailable.

The eight-page prototype covers topics such as books on fighting phobias, the new baby-book boom, and ways to raise children to be good readers. Regular supplement features will include author interviews, publishing gossip columns, and excerpts from new books.

Several libraries have ordered the supplement in bulk quantities to give or sell to patrons. Get free sample copies from PIO, ALA, 50 E. Huron St., Chicago, IL 60611.

ALAers Join Literacy Boards

An ALA Council member and an association staffer have been unanimously elected to the Board of Directors of Literacy Volunteers of America, Inc., a nonprofit corporation that trains tutors in basic reading and conversational English.

The new board members are Daniel W. Casey of Syracuse, N.Y., a councilor since last June, and Jean E. Coleman, director of ALA's Office for Library Service to the Disadvantaged. Coleman also serves on the board of Laubach Literacy International, Inc., a nonprofit organization sponsoring adult literacy programs in the United States and abroad.

Lowrie Receives AASL Award

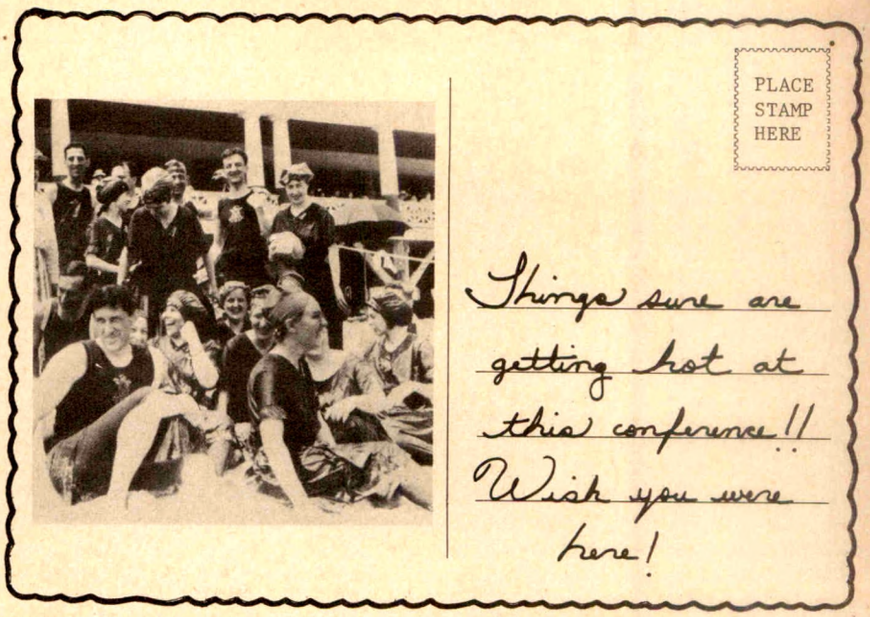
An ALA past president recently became the first recipient of a $2,000 award cosponsored by the American Association of School Librarians and the Baker and Taylor Company.

Jean E. Lowrie, librarian, author, and director of the School of Librarianship at Western Michigan University, was recognized for outstanding contributions to school librarianship and school library development.

A former AASL president as well, Lowrie founded and headed the International Association of School Librarianship. She promoted school library development as chair of the International Steering Committee of the World Conference of Organizations of the Teaching Profession.

A former school and public librarian, Lowrie was named Michigan Librarian of the Year in 1969. She has written a book on elementary school libraries and has helped develop a series of filmstrips to acquaint youngsters with library services.

Lowrie has served on the U.S. Government Advisory Committee on International Book and Library Programs, the Michigan Governor's Commission on Higher Education, and the International Reading Association Life Long Learning Committee.



Create your own postcards with photos such as this 1916 Asbury Park conference shot from ALA's 1976 Centennial souvenir calendar datebook. Now reduced from $5 to $1.50, it is available from the ALA sales manager, 50 E. Huron St., Chicago, IL 60611.

Soon on The Way

Ballots for 1978 ALA elections will be mailed April 15 and 30 to all personal members who have paid their 1978 dues by March 31. Members who have not received ballots by May 31 should request them from ALA Hotline (312-944-2117), open 24 hours a day. The deadline for ballot return is June 15.

Wright Wins LAD Post

Donald E. Wright of Illinois recently was elected vice-president/president-elect of ALA's Library Administration Division (LAD). He will become LAD president on July 1.

Director of the Evanston (Ill.) Public Library since 1967, Wright has served as associate state librarian at the Illinois State Library and as chief of the Connecticut Bureau of Library Services. He has sat on boards of the Public Library Association and the Association of State Library Agencies. A former president of the Illinois Library Association, Wright currently cochairs the Illinois White House Conference Committee.

Foundation Seeks Trustee Nominations

The Freedom to Read Foundation is accepting nominations for candidates to fill five vacancies on the organization's board of trustees. An election will take place May 1 to June 1.

Send nominations to Mrs. Dale B. Canelas, Stanford University Libraries, Stanford, CA 94085.

LAD Proposes Name Change

This spring, the Library Administration Division will ask its members to vote on changing LAD's name to the Library Administation and Management Association. LAD's Committee on Organization recommended the name change in January, following the trend of many divisions now calling themselves "associations." The trend reflects the new ALA dues structure whereby divisions are expected to be financially self-sufficient.

LAD's interests have broadened during the last few years. Recently, the division established two new discussion groups for women administrators and people in middle management.

LAD members will vote for their division's name change on the 1978 ALA election ballot.

LITERACY

Helping Johnny Read

"Johnny Still Can't Read . . . But You Can Teach Him at Home," a 70-page booklet to help parents teach reading through phonics, is available from authors Kathryn Diehl and G. K. Hodenfield.

Originally published as an Associated Press newspaper series, the booklet features step-by-step teaching instructions, word lists, and instruction tips. It is geared toward children in first grade through high school. Available for $1.95 from Kathryn Diehl, 554 N. McDonel, Lima, OH 45801.

Philadelphia Operates Center for Literacy

Philadelphia's Adult Basic Education Academy (PABEA), which has offered free individualized tutoring to adults since 1968, has expanded into the five-division Center for Literacy, Inc. The Center supplements the services of PABEA, which, in cooperation with the Free Library of Philadelphia, uses volunteers to teach basic reading, writing, and arithmetic at learning centers throughout the city.

The nonprofit Center features a promotional Literacy Information Division to educate the public about illiteracy and to recruit tutors and students; a Literary Books Division, which rewrites banking, social security, employment, and legal documents in simple language; a Literacy Research Division, which gathers information on illiteracy through studies, surveys, and tests; a Corporate Division, which administers the center; and a Literacy Resources Division, which forms literacy councils in Philadelphia-area counties.

Government funding, grants and private donations support the Center for Literacy.

Convention Uses Literacy Theme

"Literacy: A Basic Human Right" will be the theme of the International Reading Association's 23rd annual convention May 1–5 in Houston, Tex.

More than 12,000 persons are expected to attend the meeting, which will feature symposia, workshops, and discussions for reading professionals. Speakers will include Bruno Bettelheim, author of *The Uses of Enchantment*; Dan Rather, CBS news reporter; Mildred D. Taylor, 1977 Newbery Award winner; and other reading education personalities.

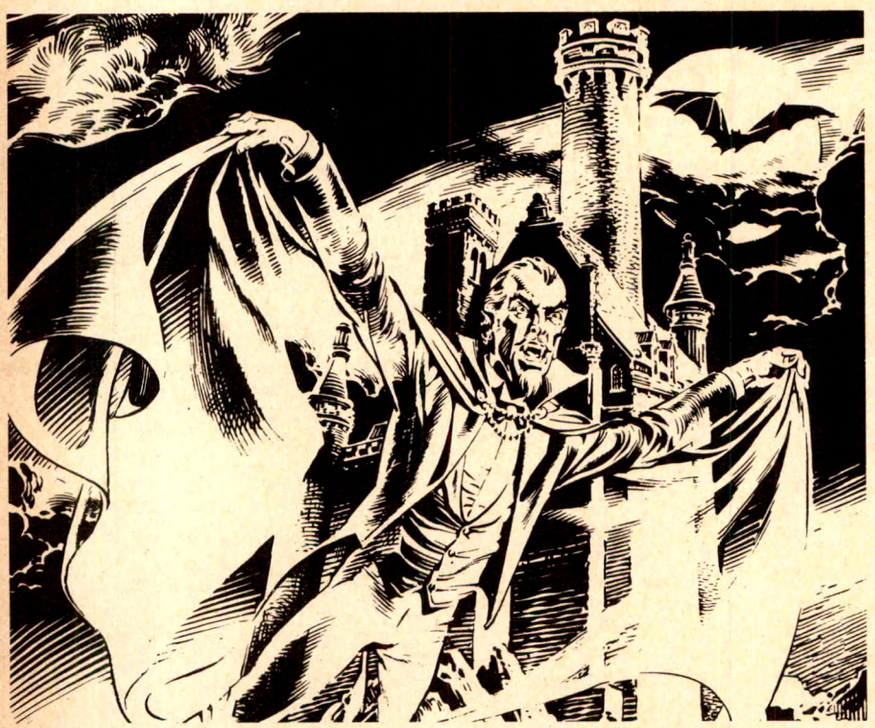
Information about the convention is available from the membership services coordinator, International Reading Association, 800 Barksdale Rd., P.O. Box 8139, Newark, DE 19711.

Readability Scale Expanded

The Fry Readability Scale, designed to estimate readability grade level of prose, has been expanded to cover the college years. It now contains 17 instead of 13 readability levels and classifies fewer samples of writing in the "no grade available" category.

Like its predecessor, the scale determines readability levels by the number of syllables and sentences in three 100-word passages. Refinements in the new scale clarify how numerals and abbreviations should be counted as prose is analyzed.

The scale, in slide-rule format, is available for $2.25 from Jamestown Publishers, P.O. Box 6743, Providence, RI 02940. Purchase includes information on readability theory and the Fry scale formula.



He doesn't want to suck your blood—he wants to motivate you to read. Count Dracula is one of several characters appearing in two new collections in The Center for Humanities' series, "I Couldn't Put It Down: Hooked on Reading." The series strives to interest reluctant and average readers through comic books and sound-slide media. Students watch dramatizations, answer questions, and then read comic books to find out what happens. Other stories in the new collections include excerpts from *The Red Badge of Courage, Treasure Island, The Call of the Wild, The Adventures of Tom Sawyer, Frankenstein, The Strange Case of Dr. Jekyll and Mr. Hyde,* and *The Invisible Man.* Available from The Center for Humanities, 2 Holland Ave., White Plains, NY 10603.

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, writes the notes in this column. Opinions expressed are his own.

For the Children's Librarian

Anne Pellowski's *World of Storytelling* traces the history and techniques of this ancient art from its earliest models to its contemporary styles. With an international perspective, the book features a unique multilingual dictionary of storytelling terms, and a substantial bibliography. Available for $15.95 from R. R. Bowker, 1180 Ave. of the Americas, New York, NY 10036 (77-16492, 0-8352-1024-3).

A new manual for storytellers provides guidance in story selection, presentation techniques, and program planning and administration. *Storytelling: Art and Technique,* by noted children's literature specialists Augusta Baker and Ellin Greene, is a wide-ranging guide for the practitioner. It includes a bibliography of sources for the storyteller. Published by Bowker for $6.95 (77-1648, 0-8352-0840-0).

Ellin Greene also has compiled, with Madalynne Schoenfeld, the second edi-

tion of ALA's popular sourcebook, *A Multimedia Approach to Children's Literature*. This buying guide is a selective list of films, filmstrips and recordings based on children's books. It aids the selector in building a collection of quality book-related materials for children from preschool to grade six. Teachers, librarians, media specialists, and anyone working with children can use the 1,450 entries in this paperbound listing. Available for $6 from ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (77-10802, 0-8389-0249-9).

In *Notes from a Different Drummer: a Guide to Juvenile Fiction Portraying the Handicapped*, authors Barbara Baskin and Karen Harris analyze more than 300 titles depicting handicapped persons or those with special health problems. The book discusses treatment of the handicapped in society and literature. Available from Bowker at $15.95 (77-15067, 08352-0978-4), 375 pages.

Librarians of Congress

The Library of Congress has added to the literature of American library history *Librarians of Congress, 1802-1974*, a 273-page indexed collection of articles about the eleven men who served as Librarian of Congress during LC's first 175 years. The articles, originally printed in LC's *Quarterly Journal*, emphasize the striking variety of backgrounds of those who held the position. Only one Librarian of Congress was a professional librarian; the others were politicians, poets, businessmen, and lawyers.

The hardcover book is illustrated with portraits, manuscript-facsimiles, and reproductions of contemporary artworks. Through the biographies, the reader studies not only the librarians' careers, but also LC history.

Available from Supt. of Documents, U.S. Govt. Printing Office, Washington, DC 20402 (0-8444-0238-9, 77-608073).

Online Services: The Hows and Whys

Financial implications of online data base services is among the many topics treated in a new 124-page, paperbound report by Pauline Atherton and Roger W. Christian. *Librarians and Online Services* analyzes the how and why of online reference services, reviewing the literature and studying individual library data base installations. It addresses issues such as the advantages of the services, their impact on staff, administration and users, and their prospects for the future.

The report studies the process of establishing an online service program in a library, focusing on the problems of charging patron fees, marketing the service, and managing the online operation. The booklet contains sample forms and documents from libraries and a selected bibliography of key sources. Available for $24.50 from Knowledge Industry Publications, 2 Corporate Park Dr., White Plains, NY 10604 (0-914236-13-X, 77-15175).

Umbrella Opens

For art librarians, a new bimonthly newsletter, *Umbrella*, contains art news, reviews, and resources. News notes cover the latest exhibition catalogs, the newest galleries, the recent doings of artists and art educators, and such topics as censorship, conservation, and "fakes and forgeries." The newsletter features highlights of new art periodicals and reviews of important books and reference works. The "Info Exchange" column enables readers to swap ideas and information.

Subscriptions are $12.50 per year from Umbrella Associates, P.O. Box 3692, Glendale, CA 91201.

YOUNG PEOPLE

Moving Books for Kids

Moving industry figures indicate 7 millon children move to new homes each year. To help these children adjust to what could be a potentially traumatic experience, Bekins Van Lines has published a bibliography of children's books about moving.

"Books for Kids About Moving: A Survival Guide for Parents" lists 30 titles for preschoolers and children in kindergarten through sixth grade. Compiled by reading specialist Lynette Tandy, it was commissioned after Bekins completed a 1976 survey of 150 children who had made long-distance moves.

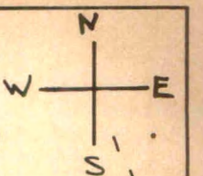
The booklet is free to public libraries from the Public Relations Dept., The Bekins Co., 1335 S. Figueroa St., Los Angeles, CA 90015. It also is available at local Bekins offices.

Literary Crackerjacks

This spring public libraries will receive information about Crackerjack Sweepstakes, a children's reading contest sponsored by Harcourt Brace Jovanovich (HBJ). The competition is designed to stimulate children to read and acquire books, to help librarians improve their summer reading programs, and to inform HBJ publishers about the types of books children prefer.

To enter the sweepstakes, children must choose which of 17 new HBJ books

BEST BUYS IN PRINT -- your map to hidden treasure!



The treasure is chests full of recent books at discount prices -- books that are hard to find because they are no longer listed in **Books In Print**. Included are best sellers, award winners, outstanding academic press titles and others in all subject areas. This treasure is remaindered books which can save you dollars. And **Best Buys In Print** can save you time in locating them.

The first issue will be available in March, 1978. **Best Buys In Print** will be published quarterly at $25/yr. **Order yours today and discover treasure!**

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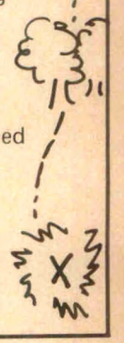
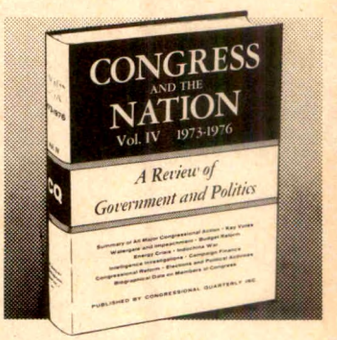


New Volume!



Congress and the Nation, Volume IV: 1973-1976
October 1977. 1,255 pages, 8½" x 11". $52.50

Congress and the Nation is a comprehensive summary and review of legislative, political and presidential developments since 1945. With the publication of Volume IV: 1973-1976, the series distills into 5,500 pages thirty-two years of Congressional Quarterly's authoritative reporting of Capitol Hill. **Congress and the Nation** now recounts and places in historical perspective all significant activities in government and politics during the administrations of Truman, Eisenhower, Kennedy, Johnson, Nixon and Ford. It provides summaries of all major legislation, key Supreme Court opinions, as well as biographical data on members of Congress and coverage of elections and politics.

order directly from:
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1414 22nd St. N.W. Washington, D.C. 20037 (202) 296-6800

interests them the most. They must explain why in 25 words on ballots slated for an August drawing. Two winning ballots will be selected in each library, one from grades K to three and one from grades four to six. Winners will receive five free HBJ books, preselected for their age groups. The contest will culminate in a grand prize drawing in September.

HBJ will provide participating librarians with kits suggesting ways to publicize the sweepstakes. At the end of the contest, HBJ editors will collect all ballots for further study. More information is available from Inga Boudreau, HBJ, 757 Third Ave., New York, NY 10017.

Youth Publication Debuts

This month hails the birth of *Voice of Youth Advocates*, a bimonthly periodical on library services for junior and senior high school youth. Published by Dorothy M. Broderick and Mary K. Chelton, it will contain reviews of mysteries, science fiction, general fiction, and nonfiction; also, pop-record order lists, hints for difficult school assignments, and a column called "RX for Brain Rot."

Subscriptions are $10 a year and available from Dorothy M. Broderick, 111 S. Highland Ave., Apt. 3, Ossining, NY 10562.

Looking toward Summer

Hazy summer skies . . . a windswept seacoast . . . a yellow-eyed cat . . . All decorate the Children's Book Council's 1978 Summer Reading Program materials. Illustrated by artist/author Donald Carrick, the materials, in soft pastel colors, include the 12″ x 9″ poster shown; a reading participation certificate depicting two book-carrying children walking under trees; a bookmark showing a young reader playing with a cat; and a seascape-illustrated "summer reading record" for keeping track of completed books.

A specially priced kit containing materials for 50 children is available for $13.95. A brochure listing prices for individual materials is free with a self-addressed, stamped envelope from the Children's Book Council, Inc., 67 Irving Pl., New York, NY 10003, Attn., 1978 SR Brochure.

Brochure Helps Libraries Develop Youth Services

The first official ALA publication on young adults since 1960, "Directions for Library Service to Young Adults" is a brochure discussing reference, readers' advisory, and programming services; library environment, personnel, and publicity improvement; and staff training.

Written by the ALA Young Adults Services Division's Statement Development Committee, the brochure is available for $2.50 from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611.

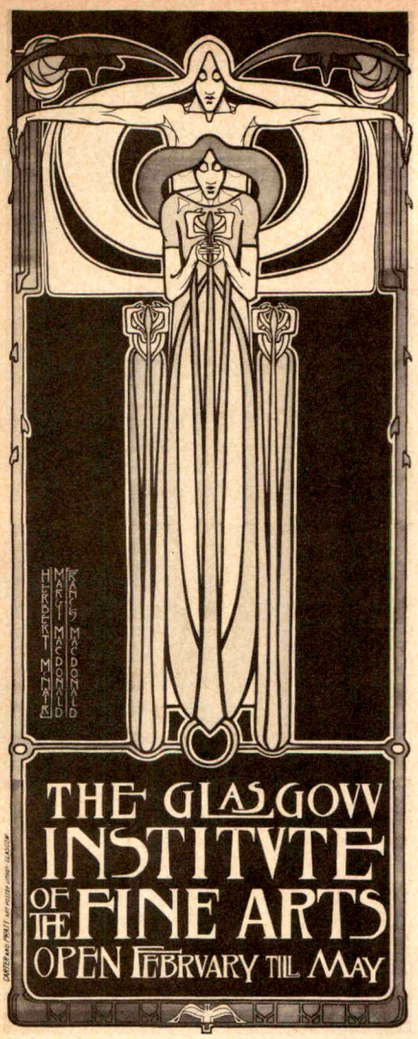
NY Library Distributes Youth Service Directory

The Nassau (N.Y.) Library System is distributing free 12,000 copies of the newly published "Nassau Youth Services Directory," self-help guide to youth services in Nassau County. Prepared by more than 80 volunteers from the National Council of Jewish Women, the booklet lists agencies and organizations handling problems with drugs, birth control, jobs, mental health, nutrition, and other areas.

For each agency, the directory lists address, phone number, geographic service area, contact persons, charges, parental consent requirements, ages served, and waiting time. The booklet also explains school, community, and medical rights of youth and family court procedures. It will be updated each year.

COLLECTORS' ITEMS

To demonstrate the way authors develop their material, Case Western Reserve University's library recently acquired several handwritten drafts of Louis Auchincloss' novel, "I Come as a Thief." The first draft is written in pencil on 128 yellow legal size pages with copious deletions, additions, and corrections. The following typed drafts refine the book into its present form. The university plans to use the manuscripts in its creative writing program.



"The Glasgow School of Fine Arts," a rare art nouveau poster designed in the mid 1890s, has been added to the Library of Congress Prints and Photographs Division. Created by a group known as "The Four," the poster was designed for an annual art exhibition at the Glasgow Institute. Considered unusual in its day, it is typical of the Glasgow art nouveau style, which uses symbolism, ornamental design, and the human form in pattern.

A 6,500-item mystery memorabilia collection containing a handwritten page by Sir Arthur Conan Doyle and thousands of first editions is now part of the library at the University of California, San Diego. Donated by retired advertising executive Ira G. Wolff, the collection spans a century and a half and has been appraised at $160,000. It contains items such as an 1800s excerpt from the Sherlock Holmes story "Sign of the Four" and a 1902 edition of "The Hound of the Baskervilles."

More than 2,100 illustrated children's books published between the late 1780s and the mid 1800s comprise a collection the San Francisco Public Library acquired recently. George M. Fox of Massachusetts donated the books, most of which are in paper wrappers and in near-mint condition. The collection features hand-colored, block printed, stenciled, and lithographed illustrations.

PR & PUBLICITY

Florida Spreads the Fatcs

It's written on 100,000 buttons . . . 210,000 lapel stickers . . . 200 billboards . . . 1,400 bus cards . . . 780,000 bookmarks . . . and 7,000 posters.

"It" is last year's National Library Week slogan, "Get Your Fatcs Straight: Use Your Library," now the theme of a statewide, multimedia library publicity campaign in Florida. Using a $40,000 Florida State Library grant, the Orlando Public Library has coordinated publicity material production and distribution for 85 public libraries, 165 school libraries, and many special and institutional libraries.

TV Spots to Promote Libraries in Ohio

"The search for knowledge is a continuing experience," is the theme of three 30-second television spots to be aired in Ohio during and after National Library Week. The Ohio Library Association purchased the announcements as part of a new statewide television public service advertising campaign.

Twenty TV stations will air the announcements, which originally were written for the Missouri Library Association. The spots, which can be altered for different states, are available on 16mm film from John Heidenreich, production manager, Calvin Productions, 1105 Truman Rd., Kansas City, MO 64106.

Booklet Tells How To Deal with Media

Information about how to prepare news releases, get media coverage of special events, and conduct press conferences and interviews appears in a new 12-page booklet published by Indiana's Wabash Valley Press Club in association with the Vigo County Library.

The handbook, "Better Media Relations Mean Better Public Relations," is designed for individuals and organizations dealing with communications media. Although its orientation is local, the booklet contains some information that applies universally. Available from the Group Services Office, Vigo County Public Library, 222 N. 7th St., Terre Haute, IN 47807.

The Smithsonian in Your Library

Last year, more than 8 million people saw part of the Smithsonian Institution without leaving their hometowns. They did it by visiting their local libraries, schools, or other institutions hosting exhibits for SITES, the Smithsonian Institution Traveling Exhibition Service.

More than 200 communities currently are sponsoring SITES exhibits on many topics including art, history, and science. For information about hosting a display, write to SITES, Department PS, Washington, DC 20560.

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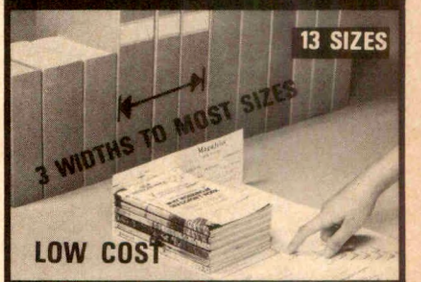

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MICROFORM

LC Shelflist To Be Published

The Library of Congress shelflist will be published on microfilm, microfiche, and in hard copy for the first time as a joint undertaking by United States Historical Documents Institute (HDI) and University Microfilms International (UMI). Filming is scheduled to begin the first quarter of this year.

The shelflist contains about 6.5 million cards arranged according to the LC classification system. HDI will publish the list in 35mm, 21x microfilm format at $5,132 through 1978. UMI will publish it in either 42x microfiche or 42x 16mm roll film at $2,395 this year. The fiche and film will be issued in four shipments. Both companies also will sell bound Copyflo hard copies and partial segments of the list. Available from HDI, 1911 Fort Myer Dr., Arlington, VA 22209, and UMI, 300 N. Zeeb Rd., Ann Arbor, MI 48106.

Thomas Catalogs on Microfiche

The eight-volume *Thomas Register of American Manufacturers* and the four-volume *Thomas Register Catalog* are now available in positive and negative microfiche from the National Design Center. They contain listings of more than 100,000 manufacturers, 1 million classified products, and 100,000 brand names. Each manufacturer listing includes company name, address, phone number, product lines, key executives, asset ratings, local branches, plans, representatives and distributors.

Available for $75 from the National Design Center, 425 E. 53rd St., New York, NY 10022.

Firm Offers SDI Service on Foreign Microforms

Through the new International Microform Distribution Service (IMDS) recently established by Clearwater Publishing Co., libraries can obtain foreign microforms and catalogs of foreign publishers.

All titles are sold at their foreign list prices, but American and Canadian purchasers may pay in their native currencies. To order foreign catalogs, libraries must complete profiles of their interests by subject and geographic area. Appropriate catalogs will be mailed at no charge.

IMDS also will help clients determine whether particular titles are available in microform. Filming of non-microform documents, manuscripts, or rare books is possible on demand.

Order through Clearwater's U.S. office, 75 Rockefeller Plaza, New York, NY 10019; Canadian office, 231 Hollyberry Trail, Willowdale, ON M2H 2P3.

1953 1977

For the Viewer with a Viewer

After years of using *TV Guide* as a directory to the screen, viewers can use the screen as a directory to *TV Guide*. The national editorial and program sections of the magazine are now available on microfilm. Every edition of the guide has been filmed since the publication's birth in 1953.

More than 12 million pages of information gathered from *TV Guide*'s dozens of regional editions appear on 35mm, four-track rolls. Magazine staffers are preparing an index expected to be available shortly.

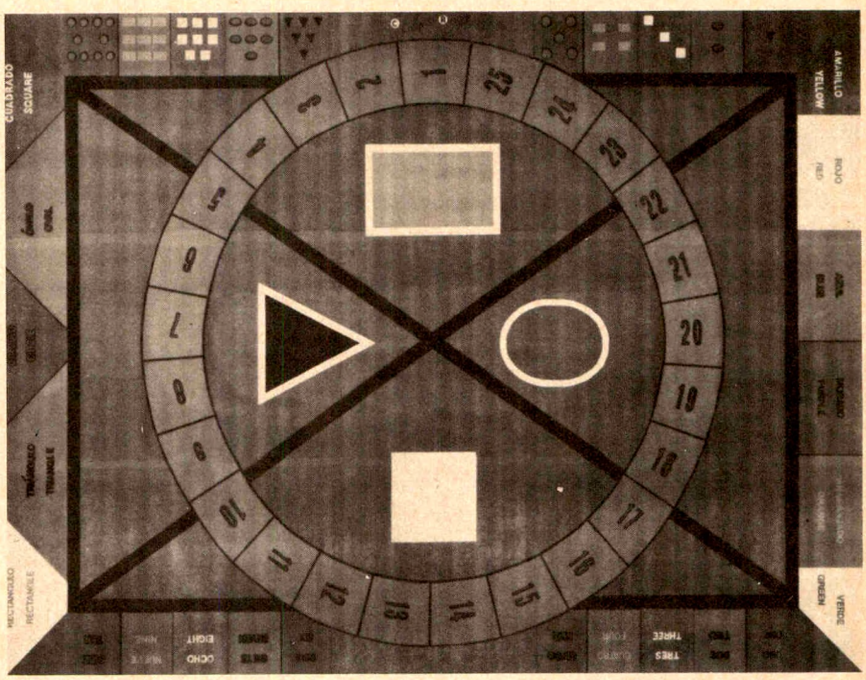
A complete set of microfilms from 1953 to date is $840; a one-year set is $35 from TV Guide Microfilm Library, Radnor, PA 19088.

TRADE ANNOUNCEMENTS

What looks like a frisbee and sits unobtrusively on the floor? It's Water Alert, a water detection device for libraries, archives, and other institutions. The gadget's sensor can be adjusted to detect water between 1/64 and 1/8 inch deep. It indicates water presence through a high-pitched alarm, a flashing light, or a telephone call. Available for $30 to $80 from Dorlen Products, 7424 W. Layton Ave., Greenfield, WI 53220.

Postmaster I, an electronic postal scale designed to save mailroom time and money, now is available from MOS Scale International. The system has a keyboard console and a scale capable of weighing up to 70 pounds. It can calculate a variety of postage and United Parcel Service costs. Available from MOS Scale International, 3178 Pullman Ave., Costa Mesa, CA 92626.

A 52-tape collection of children's stories to be played over the telephone with automatic dial access equipment is available from J-TEC Associates, Inc. The stories can be heard from any telephone in a local calling area. For a sample story, dial 319-366-7518 between 9 a.m. and noon Central Standard Time. Information is available from J-TEC Associates, Inc., 317 7th Ave., S.E., Cedar Rapids, IA 52401.



A rose is a rose is a rose . . . but a floor can be more than a floor with the Edu-Carpets Motivation Mat. The colorful 9′ x 12′ rug is intended to teach children numbers, words, shapes, and colors. Featuring words in English and Spanish, the mat is designed by a Texas resource teacher and math specialist. Available from Edu-Carpets, P.O. Box 70, Tunnel Hill, GA 30755.

UPDATE: LIBRARYLAND

Never on a Sunday? Sundays are not necessarily the busiest days of the week in libraries, according to a survey completed recently by Frank Hemphill of the Portage (Mich.) Public Library. Of the 18 Michigan public libraries responding to the survey, 55.5 percent said their per-hour Sunday workloads were less than or equal to their weekday evening workloads. Only 44.5 percent said their Sunday workloads were greater.

However, the four libraries that gave circulation statistics experienced higher per-hour circulation Sundays than weekday evenings. Reference services were used less Sundays in five libraries and more in four.

Although 44.5 percent of respondents said their Sunday service is qualitatively equal to their weekday evening service, 55.6 percent said their Sunday service is not as good. Quality was judged subjectively.

Of the 18 respondents, five paid their professionals and seven paid their clerical staffers at regular rates Sunday; seven paid professionals and eight, clerical workers at time-and-a-half; two paid professionals and none, clerical staffers at time-and-a-half compensatory; three paid professionals and two paid clerical workers a flat sum; one paid professionals and two, clerical staffers at double time; and one paid professionals and none, clerical workers at regular compensatory time rates.

An environmental group called Solar Action, Inc. is encouraging libraries to promote Sun Day, a solar energy consciousness-raising day slated for May 3. Sunrise concerts, energy fairs, seminars, exhibits, lectures, films, and tours of solar energy facilities are scheduled nationwide to celebrate the day. Libraries can receive promotional materials such as buttons, T-shirts, bumper stickers, and brochures from Sun Day, Suite 1100, 1028 Connecticut Ave., N.W., Washington, DC 20036.

A task force evaluating American National Standards Committee Z39 has recommended that the American Library Association replace the Council of National Library Associations, Inc. (CNLA) as Z39's secretariat if CNLA does not follow task force suggestions in reorganizing Z39 operations.

A recent National Commission on Libraries and Information Science study on library photocopying in the U.S. notes libraries and publishers are affected minimally by royalty payments since most photocopying takes place in only 20 percent of American libraries with only 20 percent of their serials. Called *Library Photocopying in the United States: With Implications for the Development and Use of Copyright Royalty Payment Mechanisms,* the study is available in 13-page summary format for $1 or as a 251-page full report for $4.50. Single copies in either format may be ordered from the National Commission on Libraries and Information Science, Suite 601, 1717 K St., N.W., Washington DC 20036. Single or multiple copies of either format are for sale by the Superintendent of Documents, GPO, Washington, DC 20402.

With one phone call, business executives can retrieve information on a variety of subjects with an information card issued recently by FIND/SVP, the New York based research service. In return for a monthly retainer fee, cardholders can dial one number, ask a business-related question, and receive information ranging from a quick answer to a statistical computer printout. The service also supplies written reports and in-depth research. For information, contact Matti Jablon or Andrew Garvin, FIND/SVP, 500 Fifth Ave., New York, NY 10036.

Pennsylvania's cooperative library organizations are joining forces to conduct an unprecedented statewide program that will publicize availability of library materials throughout the state. The Pennsylvania State Library is financing the program through a $53,000 federal Library Services and Construction Act grant. The Pittsburgh Regional Library Center will head the program.

Massachusetts residents favor increased federal, state, and community financial support for libraries, according to a survey conducted in 78 communities by the Governor's Conference on Libraries and Information Services. According to the survey, 73% of respondents believe the state should provide more direct financial aid and books; 28% think their communities provide adequate support to school and public libraries; 82% believe the public library serves their children's needs; 44% consider their school libraries adequate; more than 50% want more audiovisual library materials and computer services; and 75% support free access to printed materials. Complete survey results will be available this month from the Massachusetts Governor's Conference on Libraries and Information Services, 648 Beacon St., Boston, MA 02215.

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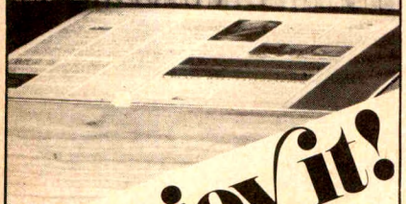

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MEDIA MINDED by Deirdre Boyle

To Plug or Not to Plug: TV and Kids

Why does "Sesame Street" delight some parents but incite others to panic? The answer is apparent in three recent books on television's effect on children.

Parents, librarians, and teachers are debating Marie Winn's *The Plug-in Drug: Television, Children, and the Family* (Viking, 1977, $8.95). In it, Winn theorizes it is not the content of TV programs that is damaging, but rather, the very act of watching TV. She raises important questions. Are parents discarding valuable child-rearing strategies because the TV set is available for their relief? What happens to family life when TV competes with other activities?

Winn does not recommend increased parental contact with children and monitored TV viewing. She regards television as a one-eyed, child-devouring monster that cannot be controlled. Winn says the only strategy for dealing with the "evil eye" is to gouge it out.

The Plug-in Drug is a concerted defense of verbal thinking against what Winn calls the "insidiousness" of nonlinear, visual, intuitive, and sensory learning furthered by TV. The book is largely anecdotal, and most of Winn's sources are anonymously quoted. Her methodology fails to yield a statistically valid or objective position. The book is filled with statements like the following: "There is no *proof* that television viewing is seriously related to declining verbal abilities, to the appearance of a new life style, to alarming trends such as drug use and drug abuse among increasing numbers of young people.

"But when all the elements of the puzzle are brought together and examined, television seems seriously implicated in the outcome of the first generation that grew up under its influence. And something is odd about the new generation; something is wrong, somehow . . ."

In a *TeleVISIONS* magazine review of what he calls Winn's "Pop Paranoia," author Ron Sutton says Winn "does not understand nor does she appreciate one little bit the artistry, value, and impact of moving images and sound in our society. Her fearful reaction is to suggest pulling the plug."

Pulling the plug seems neither a constructive nor mature solution to the problems TV poses. Burying one's head in the sand will not make electronic communications disappear. The ubiquitous box has indeed influenced family relations and perceptual patterns. But is TV the ultimate bogeyman Winn would have us believe?

TV Can Aid Learning

A different view of TV's influence on children comes from Action for Chil-

While experts debate the pros and cons of broadcast TV and video, schools are teaching students how to operate different types of video equipment.

dren's Television (ACT), a national consumer group working through education, publications, research, and legal action to improve child-oriented broadcasting practices. ACT believes TV program content is critical and that superior programs can be used to advantage in a child's education.

The group has issued the first in a series of books on children's TV programming, *Promise and Performance: Act's Guide to TV Programming for Children, Volume 1: Children with Special Needs* (1977, Ballinger Publishing Co., $12.50, $5.59p). Maureen Harmonay has edited this collection of 25 articles and resources discussing TV programming's effect on children's mental health and self concepts; the media images of disabled people; the needs of children in hospitals; and TV programs about parenting. Contributors include educators, psychologists, researchers, and representatives from nationally syndicated children's TV shows like "Big Blue Marble," "Call It Macaroni," "Mister Rogers' Neighborhood," "Sesame Street," and "Zoom." ACT's series demonstrates that children's programs can enhance, enrich, and engage young audiences.

"Infinite Visual Expression"

Another perspective on TV appears in Jonathan Price's *Videovisions: A Medium Discovers Itself* (1977, New American Library, $3.95). It considers the entire spectrum of video, from therapeutic tool to art form. In his "Vid Ed" chapter, Price surveys the evolution of broadcast TV as an impersonal propaganda and training medium. Although he applauds programs like "Sesame Street," he criticizes them, too. He finds broadcast TV lacking because it does not allow children to talk back to the programs they view, to show themselves on the air, or to explore their own ideas with the equipment. Price documents efforts made in the past ten years to bring video and TV technology into the hands of learners. He endorses video over broadcast TV, calling video a personal medium that can be used for developing self-awareness and for discovering information on one's own.

At one point, Price quotes Caleb Cattegno, head of a company that creates learning environments outside schools. Cattegno's views on nonverbal learning are interesting juxtaposed with Winn's beliefs.

Cattegno says that "only recently, through TV, has man been able to shift from the clumsiness of speech (however miraculous and far-reaching) as means of expression and therefore, communication, to the powers of the dynamic, infinite visual expression. . . .

"Even if for some time speech will remain the most common way of letting others know what we know, we can foresee the coming of an era where the processing of visual material will be as easy as our comprehension of talk but swifter because of the former's lack of inertia; and through its spatialization by electrons, we shall be able to share vast conscious experiences at once."

For some this vision represents a utopian dream; for others, it suggests a nightmare. The difference lies in which hemisphere of the brain one sides with politically and perceptually.

Is TV a subversive force robbing our children of their mental and emotional development? Is video the pen and pencil of the future? Should we pull the plug? Tune in better programs? Pickup a portapak? The first generation of TV analysts are asking these questions about television and children. Answers will require increased fine tuning of critical minds. □

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LIBRARY PERSONNEL

Appointments

JOE B. FORSEE. Recently appointed director of the Mississippi Library Commission, Forsee is the agency's former assistant director for administration and library consultant.

ROBERT A. HARRIS. Formerly a branch librarian for the Chicago Public Library, Harris is the new director of the Bartlett (Ill.) Public Library District.

CLIFFORD E. LANGE. This June, Lange will become New Mexico state librarian. Currently assistant professor of library science at the University of Southern California, he has served in public libraries in Wisconsin, Indiana, and New York for more than ten years.

ROWENA SADLER. As the new chief of the Social Security Administration's Library Services Branch, Sadler will head a staff of 17 people and manage a library of more than 70,000 books. She has held posts in academic, civilian, and military libraries in the U.S. and abroad.

WILLIAM W. SANNWALD. Early this year, Sannwald became director of the Ventura County (Cal.) library system. He was formerly associate director of the Detroit Public Library.

DAVID STAM. This summer, Stam will take charge of New York Public Library's 22 research libraries and special research collections as Andrew W. Mellon Director of the Research Libraries. He has served as librarian in the arts and sciences division of Johns Hopkins University since 1973.

CAROL S. STRAUB. Pennsylvania's Montgomery County-Norristown Public Library has named Straub as its new executive director. Formerly assistant director of the library, she is active in state and national library programs. Straub served as a delegate to the Pennsylvania Governor's Conference on Libraries and Information Services.

ANNE WOODSWORTH. This month Woodsworth becomes director of libraries at Ontario's York University. Author of some 20 articles and bibliographies and a librarian for 13 years, she most recently served as Toronto Public Library's personnel librarian.

Retirement

WILLIAM H. WILLIAMS. After serving as Wyoming state librarian for eight years, Williams retired from his state duties Feb. 7. Former director of the State Archives and Historical Department, he is now a senior research analyst for the Wyoming Taxpayer's Association.

Deaths

TOMMIE DORA BARKER. Dean of the Emory University Library School from 1936 to 1954, Barker, 89, died in Atlanta Feb. 6. Active in state and regional library associations, she helped develop library service in the Southeast during the 1930s as ALA's southern regional field agent.

WILLARD K. DENNIS. Director of the Kansas City Kansas Public Library for 14 years, Dennis died of an apparent heart attack Feb. 9.

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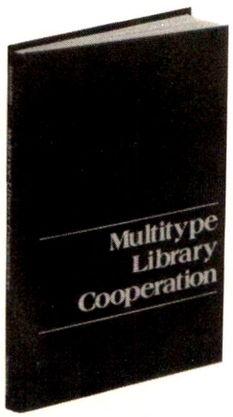

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Edited by Beth A. Hamilton, Illinois Regional Library Council, and William B. Ernst, Jr., University of Illinois, Chicago Circle

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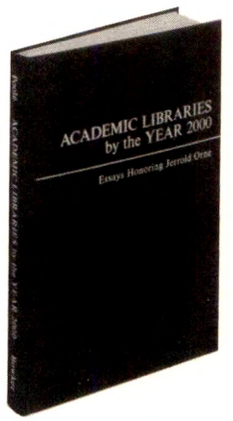

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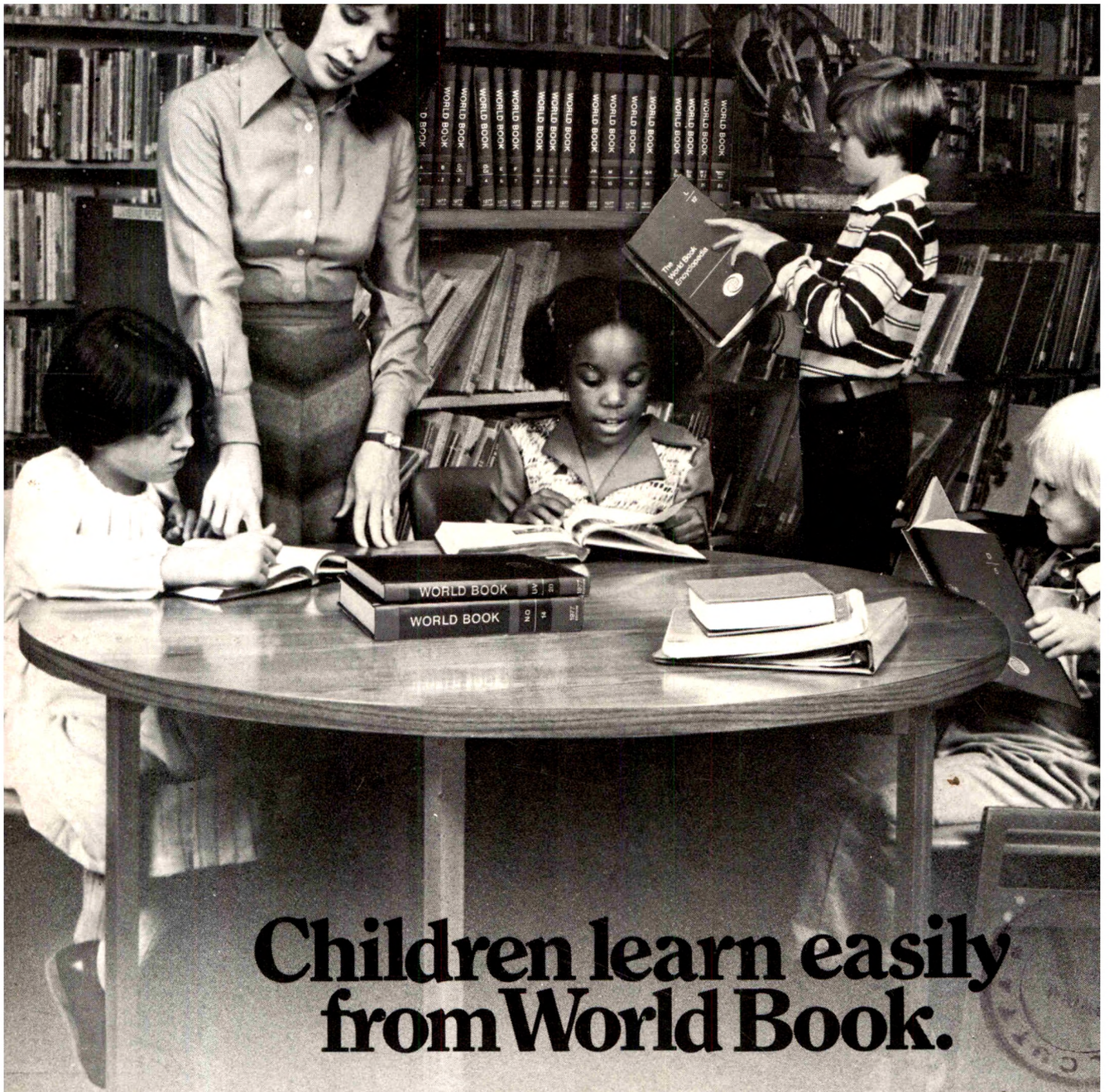

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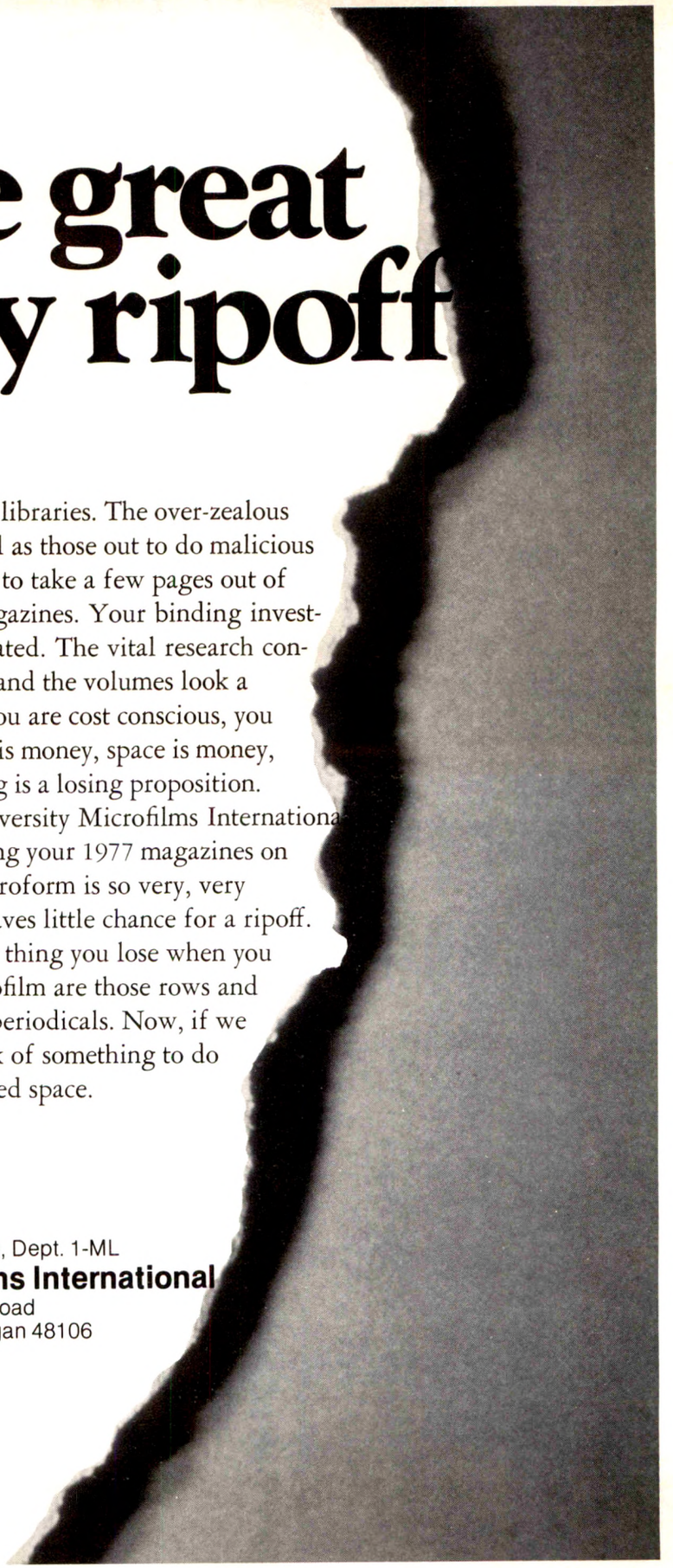

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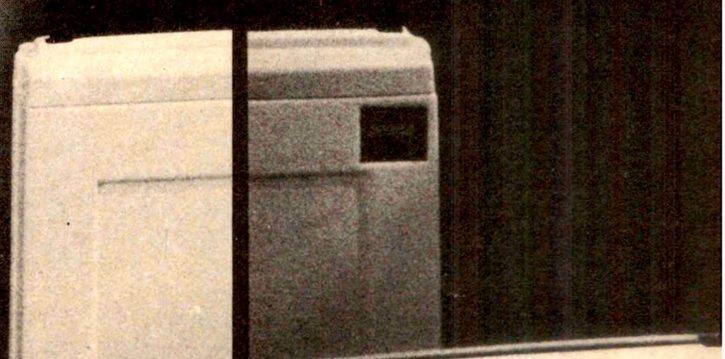

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PAGE ONE

CAN KILGOUR OVERRULE "THE RULES"? It's hard to imagine how even the prime mover of OCLC could buck the Anglo American Cataloging Rules 2 when the Library of Congress switches to them in 1980. But OCLC Director Fred Kilgour was quoted correctly April 3 in The Chronicle of Higher Education, where he made this eyebrow-raising comment: "Although AACR 2 has been withheld from OCLC, there have been enough statements about the document in the press and in oral presentations to suggest that adoption of AACR 2 may increase library costs without an increase in benefits to library patrons. If such should turn out to be the case, OCLC would have to oppose adoption ...." Jack Magarrell's excellent article in The Chronicle cited other grumblings over AACR 2, none of which is based on the fully revised manuscript due for fall publication--and still not available for advance study.

SOME 2,823 LIBRARIANS WERE DRESSED LIKE LOSERS at the Texas LA conference April 5-8, said John T. "Dress for Success" Molloy in his luncheon talk. But who cared? Fort Worth had drawn a record TLA attendance, scores of happy exhibitors, and speakers who were a credit to Program Chair Kay Stansbery and President Shelah Bell. Even Molloy, advocating conservative, natural-fibre suits for both sexes as the proper work "uniform," delighted his polyester-clad audience as he insulted them. "Librarians are losers," he said. "You have a superb education and nobody pays you for it ... and it's your fault. You are judged by what you wear." His researched formula for female librarians: a dark blue, skirted suit, white blouse (not frilly), and scarf.

The photographs on the opposite page show Molloy, center, in "successful" male attire. At right is Mission media center librarian Norma Andis, Texas Librarian of the Year, but a cut off Molloy's formula in lapels and blouse. And at left is TLA speaker Ralph W. Yarborough, who didn't do badly as a U.S. Senator, but will never amount to much as long as he wears that bowtie, according to Molloy. Bowties, he says, mean "I am a clown and untrustworthy."

LIBRARIANS COULD LOSE CABLE ACCESS. This month the Supreme Court will be asked to consider a question that started out concerning access to cable TV systems and ended as a challenge to Federal Communications Commission powers. The question stems from a 1976 FCC ruling saying commercial cable systems with more than 3,500 subscribers must provide a public access channel. Many libraries have taken advantage of that channel to communicate library and other informational programs. But the American Civil Liberties Union sued the FCC, saying the mandate does not provide enough access. Midwest Video, a cable TV system, also sued the FCC, fearing the ruling provides too much access. It argued that the commission does not have authority to make access rulings. Feb. 21, the Eighth U.S. Circuit Court of Appeals agreed with Midwest Video, questioning the FCC's authority to regulate cable TV at all.

The FCC, ACLU, and National Black Media Coalition plan to file petitions for Supreme Court Review by May 19. ACLU Atty. Michael Botein says the court probably will not hear the case till next spring, if at all. And "if at all" worries librarian Roberto Esteves as much as an unfavorable court decision. Esteves, head of the San Francisco PL Communications Center and long on the forefront of library TV activity, told AL: "The cable companies have always been very circumspect about giving anything to libraries. Indecision could hurt the spirit of cooperation we've been having and undo many of the programs already underway."

VIRGINIA SLIMS WITH LIBRARY TWIST. There was talk of hiring tennis star Arthur Ashe as St. Louis city librarian, but the $32,000 post has been awarded to Joan Collett, a former extension librarian with the Gary (Ind.) PL and 12 years a USIS librarian in Latin America. Collett is the second woman recently to replace a venerable male as head of a big-city library. Linda M. Bretz, assistant director of the Rochester (N.Y.) Public Library and Monroe County Library System since 1976, is the new director there. With Jane Hale Morgan installed in Detroit June 1 (AL, April, p. 184), and many 200,000+ jurisdictions such as Des Moines going to women (see p. 300), the battle is well begun. But one word of advice to sports-minded library trustees: next time, give Goolagong a ring as well.

TO PROGRAM THE 1979 ARBUTHNOT LECTURER, Sheila Egoff of Canada, institutions must write for applications by June 15 to the Association for Library Service to Children at ALA Hq.

FOR LATEST CONFERENCE HIGHLIGHTS, see next month's issue. A new preregistration deadline, however, is June 7 for "Community College and Public Libraries: The Impetus Towards Cooperation" on June 25. Send $13.50 (covers luncheon) to Sister Mary Chrysantha Rudnik, Felician College Library, 3800 W. Peterson Ave., Chicago 60659. Registrations accepted at conference.

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American Libraries

VOL. 9, NO. 5 MAY 1978

254 PAGE ONE/Notable quotes: "OCLC would have to oppose adoption of AACR 2."—Fred Kilgour, OCLC. "Librarians are losers because they dress like losers."—John Molloy (below).

Winner's wraps. These three people, who were among 2,500 at the Texas Library Association Conference in April, all have enjoyed the taste of victory. But only one of them is "dressed for success." See "Page One," opposite.

256 IN THE NEWS/Revolutionary machine can read to blind; Library troops storm Capitol Hill to help ALA rescue programs; American librarian finds unsettling conditions at Bookweek and fair in Nigeria.

260 SIDE TRIPPING/ Near Chicago, city of the broad shoulders, a hulking wholesaler's warehouse moves millions of books from publishers to library customers—and not on "little cat feet." Sue Cherry reports.

262 PERSONALITIES PLUS/ Warren Haas, creating new directions for the Council on Library Resources, and two creative souls in the university setting: Cecily Little and Nancy Buckeye.

268 $1,000 PRIZE WINNER/ "The Lion and the Lady; The Firing of Miss Mary Jones," by Margaret F. Maxwell. (See cover note.)

273 CAREER LEADS/ Largest and fastest listing of job opportunities found in any library magazine. Special feature: "The Hidden Costs of Collective Bargaining," by John W. Weatherford.

281 EQUAL PAY/ Sue Galloway and Alyce Archuleta tell how librarians can fight for wage parity with comparable professions.

286 MONEY/ Should LSCA falter and California's Jarvis Initiative pass, public libraries will surely seek the gospel according to (Arthur) Goetz: "General Revenue Sharing; The Last Hope of Public Libraries for a Federal Pot of Gold."

259 ACTION EXCHANGE
265 COMMENTARY
289 PUBLISHING WORLD
290 DATEBOOK
293 THE SOURCE
300 CLASSIFIEDS

Cover: Photo of Mary Letitia Jones courtesy of Los Angeles Public Library, whose directorship she was asked courteously to relinquish to a man in 1905.

IN THE NEWS

Revolutionary Machine Can Read Aloud to Library Users; Blind Are First to Benefit

For two million Americans who are visually handicapped, a new machine may prove to be the most important invention since Louis Braille developed his raised-dot system of writing in 1824. At the moment, 23 Kurzweil machines are "reading" books to blind people in libraries, schools, rehabilitation centers, and Veterans' Administration hospitals from Boston to Albany, Calif.

Kurzweil Computer Products

The machine was invented by Robert Kurzweil, 30, who has been working with computers since he was 13. As an undergraduate at MIT, he developed a computer program that could recognize the patterns of letters of the alphabet. Three years ago, he and some Cambridge colleagues formed the Kurzweil Computer Products Corp. to construct a reading machine for the blind.

How It Works

The machine combines Kurzweil's pattern recognition program with a linguistic storehouse of more than 1,000 pronunciation rules and 2,000 exceptions. An optical scanner shoots a beam of light across a printed page and converts it into a stream of digital data to be analyzed by the built-in computer and transformed into speech.

By pressing buttons on the keyboard, a user can make the machine change speed, repeat phrases, or spell out words. A master control button tells what function each key performs, eliminating the need for a braille marking.

"The voice is kind of hard to understand," a blind patron told a *New York Times* reporter after testing the machine at the New York Public Library's Mid-Manhattan branch. The accent, said the user, sounded Swedish—or perhaps German.

New Horizons

James R. Gashel of the National Federation of the Blind, which loaned the machine to the NYPL for three months, was more enthusiastic. "It opens up libraries, and rapidly," said Gashel. He pointed out that a blind person can learn to use the machine in about ten hours, compared to the "half a lifetime" it takes to master braille. He predicted the machine will transform rehabilitation and vocational training for blind people. It will also make pleasure reading possible for those whose literary diets have been limited to braille texts, a few newspapers and recordings.

"Our major barrier in life has always been the print barrier," Gashel said. "Setting this thing in the New York Public Library is significant because until it arrived, most of the books in the world's largest public library were off-limits to blind people."

A Kurzweil representative told *AL* the company is monitoring the tests and improving the machine constantly to make it weigh less and speak more clearly. It also hopes to cut the current price of $50,000 to between $5,000 and $10,000 with mass production.

The Library of Congress has contracted with Kurzweil for an adaptation to convert printed matter into braille.

Kurzweil is also working on a device to make scanning a magazine page possible for the blind. The hand scanner would permit the reader to get a mental image of the contents of a page and then pick out an item to be read aloud.

ALA, 175 Visitors to Hill, Fight Shortchanging of Urban Libraries, President's Budget for 1979

With a great deal of "lobbying" already taking place on Capitol Hill, more than 175 librarians from 34 states came to Washington, D.C., for the fourth annual Legislative Day on April 4, Tuesday of National Library Week. The cooperative effort by grassroots librarians visiting their legislators lent vital support to these ALA recommendations delivered to Congress in March:

- Supplemental 1978 funding of LSCA I to get money moving into the big urban libraries;
- Supplemental 1978 funding for construction and cooperation;
- A 427-percent increase over President Carter's LSCA request in 1979, and substantial increases in HEA provisions.

The ALA Washington Office prepared information kits for both the librarians and members of Congress. Visitors brought state fact sheets and local materials.

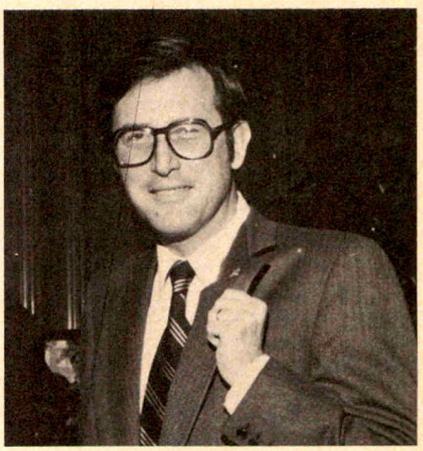
ALA's Position

Testifying March 16 to a Senate Labor-HEW Appropriations Subcommittee on funding needs and the problems libraries face, Eileen Cooke, director of ALA's Washington Office, explained how the shrinking library dollar with its declining purchasing power affects library services.

Both House and Senate are considering appropriations—the funding levels Congress will set for all library programs for FY 1979. The various appropriations subcommittees were considering programs under their jurisdictions (including library programs under LSCA, ESEA, HEA, and related titles) and must soon make their recommendations to the full Appropriations Committee.

Last Stab for 1978

Still fighting to rescue impoverished programs of 1978, ALA pushed for a



"Pin" money from Rockefeller to libraries in West Virginia may total $5 million if the governor's budget has its way. Gov. John D. Rockefeller IV displays the library pin given him by Library Commissioner Fred Glazer at one of Glazer's good will extravaganzas Feb. 23 in Charleston. Legislators and guest speaker George Plimpton were among the 700 on hand to join more than 4,500 West Virginians as "Library Pin Pals."

In the last segment of "60 Minutes" on April 2, CBS finally screened its version of the ALA Council debate on *The Speaker* at Midwinter Jan. 24 (*AL*, March, pp. 150–54). Dan Rather introduced the librarians' dilemma with the quote attributed to Voltaire: "I disapprove of what you say, but I will defend to the death your right to say it."

CBS films of the Yale student riots against William Shockley four years ago dramatically put the script of *The Speaker* in perspective. The brief replay of Council I highlighted members' opposing opinions; statements from Clara Jones, Ella Yates, Judy Krug, and Nancy Kellum-Rose added some depth.

In conclusion Rather editorialized: "We do have the right to speak, but as individuals we also have the right not to listen."

(*American Libraries* staff photos.)

supplemental appropriation of $53.1 million for LSCA I, to bring it up to the authorized level of $110 million and activate a new provision earmarking funds for major urban libraries. For LSCA II (Public Library Construction), $97 million was requested. An additional $11.6 million was requested over the current $3.3 million appropriated for LSCA III (Interlibrary Cooperation). LSCA III is authorized for $15 million.

Carter's Little Pills

For FY 1979, the Administration is asking for the same funding for LSCA programs as has so far been appropriated by Congress for FY 1978. President Carter's FY 1979 budget request for LSCA I is $56.9 million, zero funding for LSCA II, and $3.3 million for LSCA III.

ALA, however, poured facts and figures before Congress to show that amounts needed are $140 million for LSCA I, $97 million for LSCA II, and for LSCA III, $20 million.

Under the Higher Education Act Title II-A (College Library Resources) program, the Association requested an increase from $9.9 million to $21 million; for HEA II-B (Training), from $2 million to $6 million, and II-B (Demonstrations) from $1 million to $3 million; for HEA II-C (Major Research Libraries) from $5 million to $15 million; and for HEA VI-A (Educational Equipment) from $7.5 million to $15 million. Carter has recommended zero funding for all three programs: HEA II-A, HEA II-B, and HEA VI-A. The Administration did request $5 million for HEA II-C, the same level as FY 1978.

Current ESEA IV-B funding of $167.6 million is insufficient, ALA said, considering new emphasis on fundamental skills of reading, writing, and mathematics, and the increase in the cost of school library materials. For FY 1979, the Administration asked for $167.6 million; ALA recommended $197.5 million for IV-B.

ALA also supported the full 1979 budget request of $683,000 for the National Commission on Libraries and Information Science, and $15 million for the Medical Library Assistance Act. Adequate financial and staff support is also needed for the USOE Office of Library and Learning Resources, and for the library survey program of the National Center for Education Statistics, ALA testified.

Margaret Maxwell

Lucky Find Wins $1,000 for Margaret Maxwell

While cranking through 1905 microfilm of the *Los Angeles Times* for information on historian Sharlot Hall, University of Arizona Graduate Library School Associate Professor Margaret Maxwell came across the story of the firing of librarian Mary Jones.

"The more I read, the madder I got," Maxwell recalls. She put aside her biography of Hall to write the article that won Round IV of *American Libraries* Prize Article Contest, sponsored by one of the J. Morris Jones and Bailey K. Howard World Book Encyclopedia-ALA Goals Awards. Maxwell's article, "The Lion and the Lady" appears in this issue on pages 268–272.

The runners-up in Round IV are: Paul Kantor, Tantalus, Inc., Cleveland; Charles Meadow, Drexel University GSLS; Dorothy Myers, San Francisco Public Library; Rebecca Pixler, freelance librarian, Seattle; Constance Tiffany, Iowa City Public Library; and Frederick and Serena Weaver of Hampshire College, Amherst, Mass.

Borrowers Win Privileges Throughout N.Y. State

Brooklynites vacationing in the Adirondacks or Finger Lakes this summer will be able to use their Brooklyn Public Library cards to borrow books in local libraries. Next time upstate New Yorkers visit Gotham, their cards will be honored at the New York Public Library.

Intrastate borrowing of print materials became possible April 1, when the New York Libraries Inter-System Borrowing cooperative was established. Library users in 53½ of New York State's 62 counties now have access to some 450 public libraries. They may also return books to any participating library in NYLIB.

Only 25 individual libraries declined to participate in NYLIB, but the cooperative hopes to have total statewide coverage in the future.

INTERNATIONAL

A Past President's

Report from Nigeria

by Jean E. Lowrie

Warm sunshine and friendly faces greeted six U.S. librarians,* publishers, and booksellers upon arrival in Lagos, Nigeria, March 3. A long five-hour bus ride under somewhat perilous driving conditions brought us to the University of Ife for the conference and workshops

(Continued on p. 263)

*Lowrie, director of Western Michigan University School of Librarianship, and Professor Irving Lieberman of the University of Washington represented ALA.

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ACTION EXCHANGE

How to maintain film collections and choose a bookmobile

Q. Our Super 8 sound projector and small film collection are more trouble than they are worth. How do libraries handle the maintenance and other film problems? *Wayne Johnston, A/V Librarian, Selby Public Library of Sarasota County, Florida* (*AL*, Feb., p. 77).

A. If the projector is being circulated, some damage is to be expected. To ease the burdens you might: 1) budget adequately for repairs, 2) ask borrowers to sign a contract making them liable for damages, 3) require a deposit, and 4) award borrowing licenses only to those who learn how to operate the equipment in a library class.

From experience, I find fewer and fewer libraries will circulate projectors because of the damage.

If a library plans to have an 8 mm. collection, it must be prepared to maintain it. This necessitates budgeting for replacements and employing staff members trained to handle splicing and sprocket repairs.

I would expect libraries to continue their 8 mm. collections because of the type of material in that format, including historic films and cartoons. However, half-inch video cassettes may replace 8 mm. film in the next few years because the cassettes offer the same material and are less fragile. *Anne Hollingsworth, Media Consultant, Texas State Library, Austin.*

A. We discontinued circulating projectors because of maintenance problems, but the elimination of the service in no way affected the circulation pattern or statistics of the films themselves. We plan to support and expand our film collection of more than 100 titles.

We attach 3 feet of leader to each film to protect it from damage caused by improper threading.

Each time a film is returned, we clean and inspect it, using the winds taken from an editing machine. We charge patrons for excessive damage.

When repairs are made, we note them on the index card we keep on each title. The cards are useful tools when we want to replace or add titles. *Jane Errion, A/V Librarian, Weber County Library, Ogden, Utah.*

A. Super 8s and filmstrip-associated equipment need more repair than other formats. All 172 Veteran's Administration collections across the country handle only ¾″ tapes, 2x2 slides, audio cassettes, and 16 mm. film because of equipment difficulties, maintenance problems, lack of industry standards, and the ability to store and mail the formats in secure containers. *R.K.M., Chief, Library Services, V.A. Center, Wood, Wisconsin.*

Q. We are planning for a new bookmobile and would welcome comments and advice on diesel-powered engines. *Mary Passage, Director of Extension Services, Northern Tier Library System, Corning, New York* (*AL*, Feb., p. 77).

A. We talked with two truck sales engineers representing different chassis manufacturers. They agreed that diesel engines are fine for the long haul, but are poor performers in a short-hop, stop-start situation typical of many bookmobile operations.

Since our bookmobile makes a number of 10-minute trips between stops every day, we decided against the diesel. In a rural area, with many miles between stops, a different decision might be made. *Judith Keller, Deputy Director, Extension Library Services, Rochester (Minn.) Public Library.*

A. Because of the long distances we must travel to reach rural residents across the state of New Mexico, we need bookmobiles that can provide the best possible operational economy and still carry a sufficient number of books and other materials. After considerable perusal of available styles, we decided to design our own.

The low bid ($27,000+) was received from an Albuquerque builder who will construct a custom bookmobile 24 feet long, with a 160-inch wheelbase and a medium-sized 160 horsepower turbo-charged diesel engine. The body and shelving will be welded aluminum to minimize the weight. We expect about twice the m.p.g. our conventional bookmobiles give and considerably fewer mechanical problems. I'll be happy to provide an update when it is built and running at our Eastern Plains Regional Library in Tucumcari. *Norma J. Richey, Regional Coordinator, New Mexico State Library, Santa Fe.*

OVER TO YOU

Q. In 1976 we began receiving requests for books on antique cars and mechanical engineering from the Institute Tecnologico Americano, the Tecnologico Corteza, and the Universidad Anglo-Americano, all with postal box addresses in Mexico City. Because the requests were properly filled out on ALA-approved interlibrary loan forms, we filled the first few.

When we received no response to our overdue notices, our suspicions were aroused. We tried to verify the existence of the schools through the Mexico City phone directory, the U.S. Embassy, the Organization of American States, and the Universidad Nacional library in Mexico City, but no one could identify them.

Have other libraries experienced similar difficulties?

Can anyone suggest how to stop such abuse of interlibrary cooperation? *Danuta Nitecki, Head, Interlibrary Services, University of Tennessee Library, Knoxville.*

Please send replies to ACTION EXCHANGE

ACTION EXCHANGE welcomes all questions and answers on library matters. Please type all communications and include your name, address, position, and phone number. If you prefer, we'll print only your initials. Write to Lois Pearson, ACTION EXCHANGE, American Libraries, 50 E. Huron St., Chicago, IL 60611.

SIDE TRIPPING

Booking It Big

by Susan Spaeth Cherry

The Baker and Taylor Company, which claims to be America's oldest and largest book wholesaler, is celebrating its 150th anniversary this year. It seemed like a good time for American Libraries to visit the company's Midwest division and see just how a "jobber" moves millions of books from publisher to customer.

Momence, Ill.—Two and a half million books . . . clustered on metal shelves that seem to reach for the sky . . . stacked on skids in endless piles . . . heaped in bathtub-like bins that move slowly along a conveyor belt . . . crammed into sturdy shipping cartons . . . waiting to leave this tiny farming community for destinations throughout the United States.

The books are the lifeblood of the Baker and Taylor Company's Midwest distribution center, which serves 18 states between North Dakota, Texas, Mississippi, and Ohio. One of five Baker and Taylor divisions, the center claims to carry the largest inventory of hardbound books in the United States.

Located on a 13.5-acre tract, just past the only stoplight in town, the sprawling, 250,000-square-foot, brick and steel center seems out of place beside Momence's quaint historical museum, antique shop, and Dixie Drive-in. The warehouse, with its endless rows of books, looms large beside neat rows of crops planted by a local tenant farmer. It is a facility that makes even the most blasé observer exclaim with wonder, "This is incredible!"

Inexpensive land, available labor, and central location lured Baker and Taylor to Momence in 1962. Today, most of the Midwest division's 425 employees live in or near the town, which boasts 2,900 people.

With a perpetual inventory of 125,000 to 130,000 titles representing 6,000 publishers, the Midwest division serves academic, school, and public libraries, focusing on academic institutions. It also does more business with retailers than any other Baker and Taylor division.

The Midwest distribution center stocks everything from mass market pa-

Up, up and away. Plucked from an endless array of shelves (above) the books travel to the packing area in "tote pans" along miles of conveyor belt (below).

perbacks to Bibles and technical reference materials.

"We have the whole gamut—virtually everything in print," explains Gerald Campbell, Midwest sales manager.

He notes about 40,000 books are shipped from Momence to customers each day, filling orders of all sizes. Some 7 percent of the orders request only one book.

"Gut Feeling and Horsesense"

Computer order tallies help buyers recognize trends and order enough volumes to meet customer demand. But a great deal of buying is based purely on "gut feeling" and "a lot of good horsesense," according to Campbell.

If three customers order the same title in a 60-day period, the Midwest division will consider buying the book and keeping at least two copies in stock until demand dies or the book goes out of print.

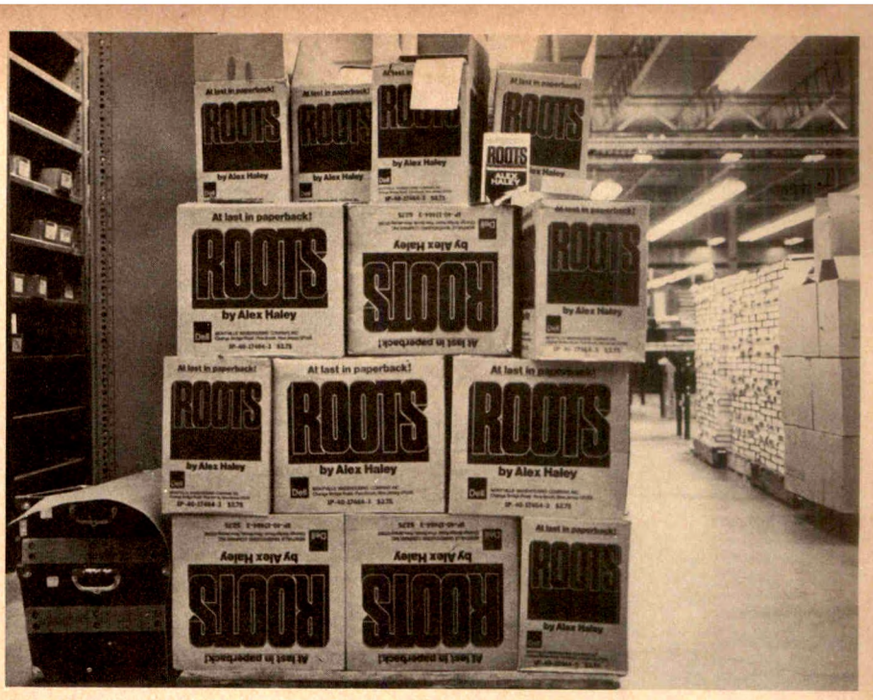
Campbell says the Midwest division probably has stocked more copies of Alex Comfort's book *The Joy of Sex* than any other title. Other big buys include *The Silmarillion*, by J.R.R. Tolkien (20,000 copies) and *The Ends of Power*, by H. R. Haldeman (6,000 copies).

Each week, the Midwest division receives three or four 40,000-pound book deliveries from eastern publishers, who ship from a consolidation point in New Jersey. Book shipments also arrive regularly from publishers in other regions of the country.

Baker and Taylor's Midwest division conducts guided tours. It is located 55 miles south of Chicago near Kankakee. To get there, follow Interstate 94 south to Highway 394, then Highway 1 into Momence. Individuals should make appointments a few days before they want to see the division. Large groups should give a week's notice to division officials. For appointments, call 815-472-2444.

The Midwest division fills the most orders from school libraries in March, April, and May, and from retailers, in October, November, and December. Campbell says academic and public libraries order at a constant rate yearround.

A computer locates data about specific books in each order by scanning a file of more than 400,000 titles. (About 130,000 are in stock.) Within seconds, it can trace a book's demand history and determine how many copies are on hand, on order, or on reserve for shipment at a later date. Through its database, which is updated regularly, the computer also can locate vital cataloging information.



Roots of the inventory. Books stocked in large quantities are piled high on skids throughout the warehouse.

"To think ten years ago we were using ledger pages to get the same information!" remarks Dick Porter, vice president and general manager of the Midwest division.

Buying Department researchers trace titles that cannot be identified by computer. Other titles are back-ordered or arranged on a "picking list" sent to the book warehouse.

Where the Action Is

In its sights and sounds, the warehouse resembles a cross between an airplane hangar, a factory, and the Library of Congress stack areas.

Beneath a soaring ceiling, endless hardbound volumes and paperbacks line 30,000 shelves occupying 135,000 square feet. A two-mile conveyor belt meanders past the processing and packing areas and climbs toward the roof, laden with customer-bound cargo. Overhead, in a spot no one can miss, a sign called the "Book-O-Meter" charts the division's progress in meeting its monthly shipping goal.

The warehouse is protected from fire by an extensive sprinkler system and a 500,000-gallon reservoir. It is treated periodically for mice and pest control.

The shelves are organized into 25 "picking stations," each run by a "picker" who loads books into metal "tote pans" and sends them down the conveyor belt to the next station. The picking list tells the pickers which books to select. It arranges the titles in a given order according to their location in the warehouse.

Books by the same publisher are grouped alphabetically by title on the shelves. High-volume publishers are distributed throughout the picking stations to keep traffic flowing smoothly. Best sellers are located closest to the conveyor belt for each access.

After an order is "picked" it is sent in its tote pan to the "traffic area," where the books are counted and compared with their picking lists. They are checked title for title in orders going to academic libraries.

"We have found over the years that more mistakes in picking are made for academic titles," says Porter.

The error margin in book picking is less than 1 percent, according to Sales Manager Campbell. He notes book theft among pickers is virtually nonexistent.

The Final Product

Before many orders are packaged for shipping, they are sent on customer request to a processing area. There each book receives computer-printed catalog cards, a pocket, loan card, spine label, and Mylar jacket. Since Baker and Taylor employs its own catalogers and subscribes to the MARC base, it has records for some 850,000 titles.

Finally, the books travel by conveyor belt to the packing area, where they are placed in double-walled cardboard cartons that are glued, taped, and banded for extra strength. Then they are sent to customers by mail, United Parcel Service, or truck. □

Warren J. Haas:

A Broader Role for CLR

"People always say I look grim in pictures," mused Warren J. (Jim) Haas, 54, as he flashed a grin for the photographer. His grin, which lacks even a hint of severity, tempers both his button-down background in the ivory towers of academia and his weighty responsibilities as new president of the prestigious Council on Library Resources, Inc.

A native of Racine, Wisc., Haas served in the Air Force before earning his library degree at the University of Wisconsin in 1950. From the Racine Public, he moved on to Johns Hopkins University, Columbia University, and the University of Pennsylvania. In 1970 Columbia called him back as university librarian, and two years later he also became vice president for information services.

Moving into the presidency of CLR early this year, Haas predicted it would take him a while to plot the course of the council, which he helped the Ford Foundation establish in 1956. "I've purposefully not thought about it until now," he said; "I need time to read and consult."

One thing Jim Haas is certain about—libraries per se won't be CLR's exclusive concern. "I'm interested in the process of putting information to work," he said, "and in how libraries can help." Too little thought, for example, has been given to how scholars communicate with the public at large, and how society benefits from their activities.

A past president of the Association of Research Libraries, Haas has served on numerous boards, among them the Research Libraries Group, the National Enquiry into Scholarly Communication, and CLR (since 1974).

Married and the father of three, he has also been a foundation and library building consultant. And spare time? "I like to think of going fishing." □

Paul S. Conklin

Haas says libraries per se won't be CLR's exclusive concern.

Steve Flayer

One of Nancy Buckeye's passions is preserving gravestone markers; another, her cat Treemonisha, named after the heroine in Scott Joplin's opera.

Nancy Buckeye and Cecily Little:

They Like Librarianship's Creative Side

For Nancy Buckeye and Cecily Little the most creative side of librarianship is in writing, thinking, and sharing what they know.

Both of the enthusiastic young "communicators" thrive on the supportive administration and rural atmosphere of Central Michigan University, where they hold administrative posts at the library. CMU is surrounded by farmland in the small town of Mt. Pleasant, where most students are the first generation of their families to attend college and take their education seriously.

"It's there—encouragement," Buckeye told *AL*. "We enjoy all the trappings of faculty status, and the school is very generous in providing time and travel money if you want to do original research or publish."

One of the ways Buckeye, head of the Serials/Microforms Departments, exercises her creativity is through an outpouring of editorial energy. She was named editor of *Serials Review* in February, has compiled ALA's newly released fourth edition of *International Subscription Agents*, is covering American Indians and linguistics for Bill Katz's third edition of *Magazines for Libraries*, and is writing two chapters of a forthcoming JAI Press book on serials management.

She applies her editorial hand also to the Association for Gravestone Studies *Newsletter*, which she founded. Buckeye became concerned with preserving American gravestone markers from developers' bulldozers and zealous groundskeepers in 1971, when she was living in Middlebury, Vermont, a motherlode of early burying grounds. She currently is working on an annotated guide to Anglo-American stonecarving studies for a forthcoming Wesleyan University Press book. CMU funded her research for this first systematic guide to the literature through its Creative Endeavors program.

When Buckeye isn't checking in serials on the OCLC Serials Control Subsystem she implemented at CMU, instructing staff in its use, or overseeing her departments, she helps build the library science collection. She has a library master's from Simmons (1972), and a master of arts from Wayne State.

Buckeye, who loves traveling to lecture and exchange ideas with her colleagues, believes that work alone does not the good professional make. "One's quality of thinking is very important," she says.

Cecily Little, assistant to CMU's library director, finds involvement in library instruction an exciting part of her professional life.

"I find the contact with students in the classroom stimulating and renewing," she explains. "What I learn from preparing and giving lectures and writing exercises and audio-visual instruction programs enriches my ability to help students at the reference desk. And my experience in reference gives focus to my teaching."

Little directs the library's one-credit course in basic library skills, which few universities offer. Her main responsibility, though, is overseeing the library budget and preparing cost studies. "It's much more challenging than it sounds," she says.

Steve Flayer

"All professionals wear two or three hats. It's neat that way," says Cecily Little.

She feels at home in CMU's informal academic setting. "All professionals wear two or three hats. It's neat that way; there's room for change. Departments are easily combined, and everyone takes a very healthy part in decision-making." Little monitors personnel practices for compliance with labor contracts and affirmative action policies and works at the reference desk in addition to her other tasks.

She says she feels most alive when engaged in writing or other creative activities, such as reviewing 60 women's magazines recently for *Magazines for Libraries*. Among her current projects are a survey of reference sources in English and American literature for *Reference Services Review*, of which she is associate editor, and an article with two colleagues on evaluating the library skills course.

After receiving an M.A. in English from the University of Kansas in 1967, she went to UCLA to get her library degree. While working in the Reference Department there, she found the librarians "bright, eclectic in their interests, young in their attitudes . . . and I realized these were the kind of people I wanted to work with. I've been lucky. Wherever I've worked, I've found people who share these qualities." □

In the News (cont. from p. 257)

of BookWeek II, combined with Nigeria's third International Book Fair.

A comparison of rural Ife with urban Ibadan, where BookWeek I convened in 1976, clearly pointed up the basic problems inevitable in a boom economy—inadequate accommodations and expensive transportation. Moreover, after we arrived, the program had to be changed due to British complaints about the American presence. Nor had the BookWeek/Book Fair invitations been mailed more than a week in advance.

Overcoming these difficulties was fairly simple. But a student strike against cafeteria food the morning of the opening ceremony put a dampening effect on the entire week's program. Although the students were not protesting against BookWeek/Book Fair, the site of the convocation became the target of the confrontation. Students successfully prevented all delegates from entering the campus. Only the librarians, publishers, and booksellers who had arrived early were able to participate. A group of African librarians from United States Information Service in 12 West African nations who were there for a workshop also took part.

A Plague of Problems

Several conclusions can be drawn from the sessions. The librarians' need for speedier access to publications and to reviews of publications continues. Indigenous publishing and African authors are still struggling to develop a viable relationship and a solid financial basis. The concept of the book depot/jobber, exemplified by the highly successful effort of the Bendel State Library Board, is not altogether acceptable because individual booksellers fear a loss in sales. Overseas credit and currency flow and shipping and unloading problems continue to plague efforts to increase reading opportunities for Nigerians..

Unfortunately, the Nigerian Book Development Council has not yet received sufficient government support—either fiscal or philosophical—to be able to study the problems or propose solutions. Still, the movement toward cooperative planning among librarians, publishers, and booksellers is more apparent than in 1976. And the emphasis on the development of a book culture which will support library services, reading not required for course work, and a well-funded literacy program is more than just a gleam in the eye.

Despite its vicissitudes, BookWeek II explored the role of the book in the expansion of Nigeria's educational/cultural system and the continuing problem of U.S. book imports. When speakers were detained, librarians shared information informally.

The presentations by O. O. Orimalde, chief of the Development Division, Nigerian National Library, and Victoria Uriah of the Bendel State Library Board Book Depot were informative and provocative.

Behind these portals in Shiraz, Iran, lies a priceless collection of works by and about Hafez, Persia's most famous lyric poet. The Hafez Library, in the garden just behind the 14th-century poet's tomb, is open to the public. —A. Robert Rogers

Surely, the efforts of Nigeria's book community must be applauded. Its members should be supported by their U.S. counterparts in whatever way will be most beneficial to the maintenance of a free flow of information between the two countries and will serve the "New Nigeria" as it develops.

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COMMENTARY

Still Called "Gentlemen"

With all the news and concern about ERA, the proper uses of Mr., Mrs., Miss, and Ms. as forms of address, the relocation of conferences to pro-ERA states, the building of a new headquarters in Chicago, the elimination of sexism and sex stereotyping in books, why do 94 percent of letters sent to our company by librarians begin "Gentlemen" or "Dear Sir"?

The women who manage our departments are neither.

We are just as concerned about equality in other areas where discrimination exists. We are prepared to pay the higher price for holding conferences out of our home state if Illinois does not pass ERA. We have written our letters and pounded the desks of the legislators, and for this we are called "Gentlemen."

TONY LEISNER, Quality Books,
Northbrook, Illinois

Professor Protests Distortion

In the prize winning paper "Librarianship and ALA in a Post-Industrial Society" (*AL*, March, pp. 124–28), author Pauline Wilson comments on the integration of library and information science education. She states:

> "Furthermore, two recent position papers indicate a move in the information science field to sever connections with the library . . . The library field is seen as inhibiting the development of information science; it is seen as a drag on progress."

My paper presented at the 1977 Annual Meeting of the American Society for Information Science was quoted as one of the two papers saying that. Well, not that it really matters in the context of Professor Wilson's paper, but I never said anything like that, I never even implied it. I didn't say what I didn't say. It can be easily checked: My paper is in the *Proceedings*. Furthermore, my paper was in no sense a "position paper," which implies something official—it was just my opinion.

Professor Wilson was correct in stating I said ALA accreditations are inadequate for information science, but that is only half of what I said. In the other half, I indicated they are also inadequate for library science, and that the problem is not the standards but their application. I never talked at all about some library conservatism as implied by Professor Wilson. A check of the other paper cited (by Palmer) leaves a similar impression of distortion.

Obviously, an author can always conclude whatever he or she wants to conclude to grind private axes, and this was the case here. This incidence is trivial, but a larger and general issue should be raised: What is the quality of the review process for prize papers? Do the prize papers reflect the aims of the series as announced?

TEFKO SERACEVIC, Professor of Library Science, Case Western Reserve Univ.

To date, the editors have been satisfied that contest judges are selecting the manuscripts coming closest to the criteria set forth in the rules of the contest (AL, *Dec. '76). No manuscript has earned a perfect score.* —*Ed.*

Black Profiles Should Win Recruits

The profiles of contemporary black librarians in the February issue (pp. 81–86) were beautiful encouragement for those of us in the profession. I think the future looks very bright for those who are willing to open their eyes.

The profiles should be an excellent recruitment tool. I hope someone will see their value.

JAMES F. MCCOY, Director of Learning Resources, Hudson Valley Community College, Troy, New York

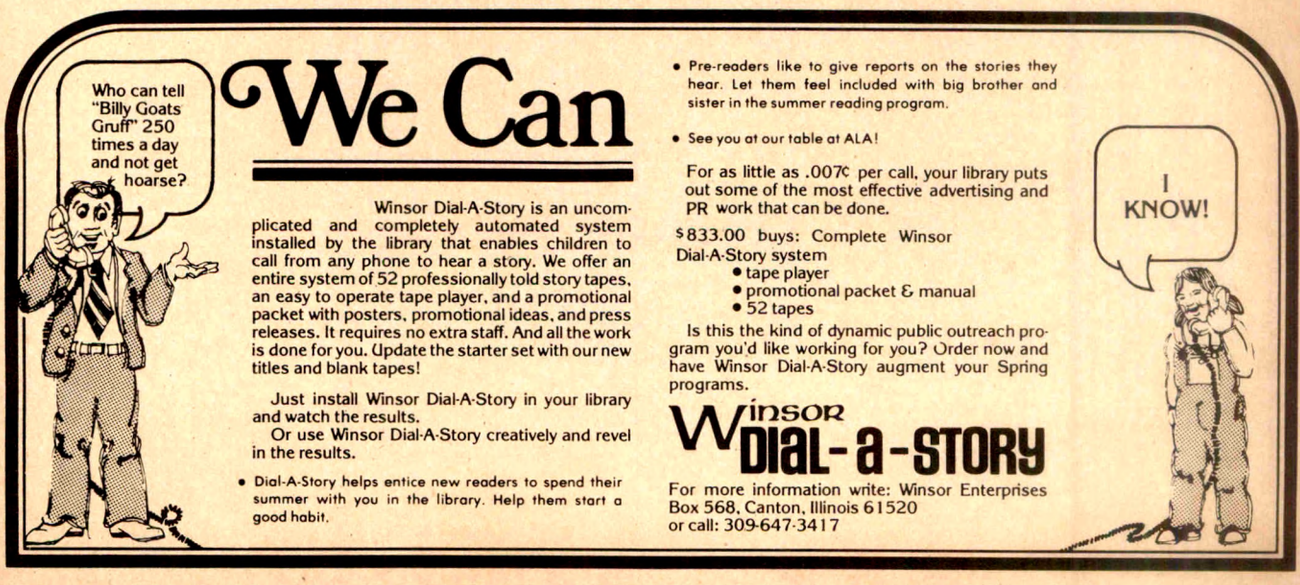
User's Tale of Mini Bookcase

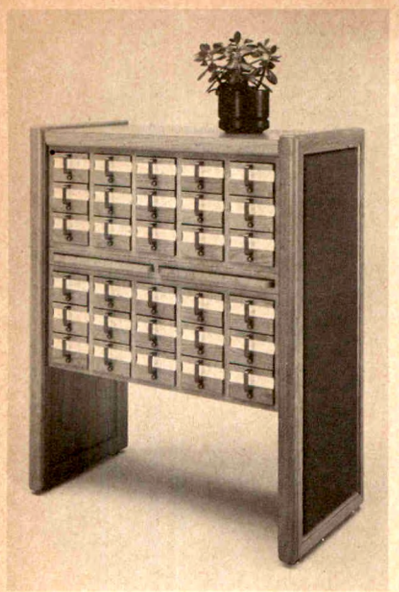
The Oceanic Free Library, Rumson, N.J., has on loan a mini bookcase on top of which is affixed a ceramic nameplate which reads "Guide Books to Human Destiny." Following is a list of the books:

1. Sunderland, Jabez T., *The Origin and Character of the Bible* (Beacon Press, 1947).
2. *Good News for Modern Man: The New Testament in Today's English Version* (American Bible Society).
3. du Nouy, Lecomte, *Human Destiny* (Longmans, Green and Co., 1947).
4. Dubos, Rene, *Beast or Angels?* (Charles Scribner's Sons, 1974).

The fascination of this bookcase is that in spite of its diminutive dimensions it contains books of monumental size in wisdom.

Whenever I am on a trip, I always pay a visit to the local library. I am always graciously received by the librarian. I distinctly





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remember when I was in a small town in Vermont I was amazed at an inviting display of well selected, high-quality books. In another town I was smothered in a blanket of neon signs and tawdry advertising. A dot of a library was finally located. What relief to find an oasis in such an intellectual desert!

Thanks to our librarians, this small dedicated group.

HENRI DE BONNEVAL, New York City

Librarian-Vendor Partnering

A word of thanks for your generous write-up of our slide presentation, "The Future is Now; The Promise of Library Technology," in your March issue (p. 161).

The reaction to the show and its availability to WHCLIS preconference committees has been outstanding. More than 25 different state committees have contacted us to express interest; seven states have officially made it a part of their program. The less sophisticated (A/V hardware-wise) presentation we plan to produce for individual library groups addressing taxpayers should be ready by May 15.

I'm certain I speak on behalf of all of my vendor colleagues when I express an enthusiastic "right on!" to your comment regarding the lowering of barriers between the commercial sector and the rest of librarianship. Librarians are only hurting themselves if they ignore this valuable resource of ideas, talent, and commercial expertise. We at Brodart are determined to muster our resources to help influence public opinion favorably toward libraries' needs. With a little encouragement (which we are receiving in spades), we and others will continue to grow toward the stronger partnership relationship. And libraries as well as the vendors will benefit from it.

JOHN B. BRETT, JR., Director, Marketing Communications, Brodart, Williamsport, Pennsylvania

Identity Crisis

Public libraries are not "educational institutions" ruled the U.S. Civil Service Commission when Mark Morse tried to run for his school board (*AL*, Dec., p. 599).

That ruling is difficult to believe, particularly in view of the fact that PLA's mission statement includes "The Public Library As An Alternative Educational Agency." PLA's Armed Forces Librarians Section Bylaws includes as an objective "to further contributions of the armed forces libraries to the *educational development* and career advancement of service personnel. . . ."

It seems to me that many of us have been led down the garden path as far as our employment is concerned. If the "public library" or the "quasi" public libraries which include military/base-type libraries are not educational institutions, then just what type of institution are these libraries?

Perhaps it would be a good idea if ALA would meet with the Commission and try to agree on whether libraries are educational institutions for tax purposes only.

LEE R. MCLAUGHLIN, Administrative Librarian, MCAS (H) New River, Jacksonville, North Carolina

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$1,000 Prize Article

The Lion and the Lady

The Firing of Miss Mary Jones

by Margaret F. Maxwell

The year was 1905. It was a year when the automobile driver was regarded with grave suspicion as a death-defying maniac, roaring over rutted dirt roads or down dry river beds (for want of a road) at the terrific speed of 15 miles per hour. Teddy Roosevelt had just been elected President in a landslide vote. A mood of confidence matching that of the genial, broad-shouldered President swept the country.

In the East, librarians were making plans for the American Library Association's Annual Conference, to be held in Portland, Ore., July 4 through 8. ALA sponsored a special excursion train for eastern delegates; a convivial crowd of librarians mixed business with pleasure on a three-day journey from New York to Portland via Chicago early in July that year.[1]

Other librarians, such as Herbert Putnam of the Library of Congress, took the southern route to ALA. Putnam stopped off in Los Angeles long enough to visit the city's talented librarian, Mary Letitia Jones, and to tour the Los Angeles Public Library before he continued north to Portland. Interviewed by a reporter from the *Los Angeles Times*, Putnam said of the library, "It has a reputation which makes it stand out very large, due to the efficient librarians you have had."[2]

Startling Removal

And efficient the librarians were, particularly Director Jones, a member of Melvil Dewey's New York State Library School class of 1892 and Los Angeles City Librarian since 1900. Many thought highly of her ability; the library board had just attested to its confidence in her in its annual report.

> The directors also wish to express their appreciation of the capable and efficient manner in which the librarian and her assistants and their subordinates have discharged their respective duties. Their work has been well done and the directors extend to them their congratulations and thanks.[3]

Mary Jones

Los Angeles library users and other concerned citizens must have been startled, therefore, when they opened their morning *Times* on June 22 to be greeted by headlines:

> LUMMIS IS CITY LIBRARIAN. CHOSEN BY BOARD SUCCESSOR TO MISS JONES. SEQUEL TO LONG QUARREL OVER WHETHER MAN OR WOMAN SHALL BE IN CHARGE

A detailed account of the library board's meeting the previous evening followed, a meeting which doubtless included more fireworks than the board had anticipated in calling it. Readers of the *Times* learned that on June 13 the board had privately asked Jones to resign. Assuring her with utmost chivalry that they had no fault to find either with her or with the way the library was being conducted, the board had informed her that it "would be for the best interests of the library to place a man at the head."[4]

Out of the Lion's Den

Having created a "vacancy" at the Los Angeles Public Library, or so they thought, the directors set about filling it. Their immediate choice was Charles Fletcher Lummis, a man well known in the Southwest for his many activities as a writer and champion of the underdog. Lummis was editor of the Los Angeles-based monthly *Out West*. He used the pages of *Out West* to push the many causes that engaged his sympathies, particularly in his own editorial column, "In the Lion's Den," in which Lummis, speaking in the character of a Western mountain lion, spoke his mind on many subjects. The Lion attacked many of the sacred cows of his day; his editorials were forthright, fearless, and in many cases years ahead of his time. A strong supporter of minority groups, he spoke out in defense of blacks:

> Americans! Bah! They are not even dogs. Neither in morals nor brains. For what they think they do to the Negro individual, they are doing in fact to themselves and to their children and their children's children . . .[5]

Outraged by the eviction of the Mission Indians by the United States government from Warner's Ranch near San Diego, Lummis formed the Sequoya League in 1901,[6] with the stated purpose "not to arouse sympathy but to inform with patience and wisdom the widespread sympathy which already exists."[7]

Through the pages of *Out West*, through letters and memorials to the Commissioner of Indian Affairs,[8] and through a personal visit with President Roosevelt in Washington,[9] Lummis voiced his indignation at what was going on in California. Although in the end the Indians were forced to leave

---

Margaret F. Maxwell, associate professor at the University of Arizona Graduate Library School, is the author of two books and numerous articles. She is working on a third book and has been commissioned by ALA to write a handbook to accompany the second edition of the *Anglo-American Cataloging Rules*.

their ancestral home in San Diego County, Lummis succeeded in getting, through the Warner's Ranch Commission, a beautiful tract of land at Pala, Calif., for their relocation. Lummis felt this was one of his greatest triumphs.

Lummis was a man of moral conviction, a man who cheerfully would have

Charles Lummis

agreed that he lived by the motto which headed his "Lion's Den" editorials: "To love what is True; to hate Sham; to Fear Nothing Without; to Think a little." But it would seem that although the eviction of a group of Indians from Warner's Ranch for no better reason than that some white men wanted their land was a terrible thing, the eviction of a woman from the public library for similar reasons moved Lummis not at all. After all, the library board had created a vacancy in the library. They wanted a man. Lummis was a man. Why should he not fill the vacancy?

A Thorn in His Paw

And so Charles Lummis went to the library board meeting on June 21, 1905, probably anticipating nothing more than a pleasant evening chatting with his friends and being briefed on the librarian's duties. But there to greet him was the incumbent, Mary Jones, fire in her eyes and a paper which was not the requested resignation. In a completely unladylike fashion, she advanced upon the *Times* reporter, who was there to cover the meeting as usual. Snapped Jones, "Those directors seem as crazy after a man as though they were a board of old maids!"[10] She then continued, reading from a prepared statement:

> . . . At first it was my inclination to yield to the request conveyed by the president. But upon reflection, I have concluded that it would not be fitting for me to tender my resignation as the head of a department in which women only are employed when such resignation is requested solely on the ground that the best interests of the department demand that its affairs no longer be administered by a woman . . .
>
> In view of the past record of the library and its present acknowledged condition of efficiency, I respectfully suggest that the desire of the four members of the board to place a man at the head of the library should not be considered sufficient reason for my resignation.[11]

The directors were stunned. There was silence in the board room. Then, after a moment, Board President J. W. Trueworthy spoke. Acknowledging the accuracy of what Jones had said, he stammered, "We all felt and believed that she would resign without a fight."

But Director Isadore Dockweiler rallied. He wrote with "pungent yellow pen" and a multitude of "whereases" and "therefores," then rose to his feet and in stentorian tones read his resolution firing Jones. Then, having officially created a vacancy in the library, he turned to Lummis and read a second resolution appointing him to the post.

"Mr. Lummis said last evening," continued the *Times* reporter,

> that he wished it understood that he did not seek Miss Jones's place . . . The profer came as a great surprise to him, he said, and he only concluded to accept the office after making up his mind that he could be of service in upbuilding the character of the library, which already has such a fine reputation, and increasing its usefulness, while at the same time laboring in behalf of other great projects for making Los Angeles a center of active scientific endeavor and a home for scientific treasures . . .[12]

After delivering these pious assurances of innocence and good will toward men, Lummis, the champion of abused minority groups, took himself home. But if he thought he had heard the end of the matter, he was mistaken.

Two days later, the Friday Morning Club, largest and most prominent of the Los Angeles women's groups, met. Jones, who was a member of the club, told the cheering women that she still had the keys to the library safe and to the librarian's office on the third floor of city hall, and that as far as she was concerned, she, not Lummis, was the Los Angeles City Librarian. Immediately following the meeting, Jones went to her office, where, between receiving sympathetic callers, she carried on library business as usual.[13]

Counteroffensive Mounted

Meanwhile, the irate Friday Club women, 999 of them to be exact, signed a petition addressed to the mayor urging the removal of the four offending library board members and calling for a public hearing on the "charges" against Jones. Pointing out that "Mr. Lummis is not a librarian and could not be a good one without first taking a course of training," they noted that "competence and special fitness are made of no account if one is a woman." Particularly galling was the fact that the four library directors proposed paying Lummis $250 a month, a third more than Jones's stipend. Said the petitioners, with considerable justification, "They should at least have waited until their librarian had proven his fitness before they arranged to pay him more than they have accorded to any of our professional librarians."[14]

As for Lummis, he looked down from his Olympian fastness to observe with supreme detachment:

> It is the city's affair, not mine . . . I have been invited to fill an inevitable vacancy. With the making of it I have nothing to do. As to the filling of it, when made, I have agreed to do my best, and fill it full.
>
> So far as I am able to discover, the sole aim of the directors is the good of the library. They have advanced no other argument to me. They have not suggested that the library was mine by divine right by virtue of my age, sex, or previous condition. Nor have I thought so.[15]

On Monday of the following week, officers of the Friday Morning Club called a mass meeting of all the women of the city. Said Shelley Tolhurst of the Friday Morning Club to the indignant audience:

> I fear that the public has failed to realize the wondrous chivalry of the four library directors, who hesitated to bring charges against Miss Jones for fear of hurting her feelings. Probably they judged that women dislike being charged with anything when they can get it for nothing . . .[16]

But Friday Morning Club or no Friday Morning Club, Lummis took himself the following day to the second floor of city hall, where, "attired in his cor-

duroys, peek-a-boo shirt, and cowboy hat, and grasping his striped canvas grab-bag," he was officially sworn in as Los Angeles City Librarian. "This ordeal over, Mr. Lummis gracefully withdrew, and announced that he will return to assume his duties as librarian September 1."[17] Lummis evidently felt it was the better part of valor to retreat from the battle; he announced as he was leaving city hall that he was going to the mountains that afternoon with his son to fish for trout.[18]

The rest of the week seems to have passed peacefully. Even the *Times* agreed:

> The fact is that at the present time matters are practically at a stand still, with Miss Jones serenely declining to be ousted, and Mr. Lummis dallying with the fishes in the wilderness, where there are no crowded bookshelves.[19]

Librarians Decry Ousting

Meanwhile, librarians had assembled in Portland for the Annual ALA Conference. Although Mary Jones had been scheduled to speak on July 5 at the Wednesday afternoon session, she did not attend the conference, obviously feeling that it would be unwise to leave Los Angeles at the moment. Dr. Ernest C. Richardson of Princeton University Library, president of ALA, read to the assembled group the letter he had received:

> Dear Dr. Richardson:
>
> Politics have again broken out in the Los Angeles Public Library, and last night the board honored me with a summary dismissal. Consequently I shall not be at the Portland meeting as I had planned. . .
>
> Regretting the necessity of thus disappointing the committee, I am
>
> Most sincerely yours,
> Mary L. Jones[20]

The Pacific Coast Library Association held a meeting that same afternoon as part of the ALA Conference. Writing "with sorrow not unmixed with indignation," they adopted a resolution decrying Jones's removal and sent it to the Los Angeles Public Library Board.[21] The entire membership of the American Library Association at the Conference rallied behind her. As the editor of the *Library Journal* put it,

> It is claimed that the librarian was removed "for cause," but there is every indication that the causes scheduled were newly discovered for the occasion, as they seem never to have been heard of until the appointment of the new incumbent . . . The fact remains that a librarian of technical training and thorough experience is displaced for an untrained appointee without administrative experience.[22]

Professional support for the embattled Jones was not confined to words of concern from Portland. As soon as the Conference was over, librarians began descending on Los Angeles, anxious to see for themselves what was going on and to air their views to newspaper reporters.

Jones Praised

Electra Doren, director of the Western Reserve Library School in Cleveland, inspected the Los Angeles Public Library's Training Class, one of the largest and oldest of such institutions for the training of librarians for secondary level positions. Commending the "remarkably fine work" being done in the class, Doren pronounced Jones's removal "an outrage."[23]

Next came Frances Jenkins Olcott from the Pittsburgh Public Library's Children's Department and Carl Roden from the Chicago Public Library. Buttonholing a *Times* reporter, they assured him the Los Angeles Public Library's branch libraries were "among the best of the kind in the country."[24] Joy Lichtenstein, president of the California Library Association and librarian of the San Francisco Public Library, denounced Jones's removal and praised her ability.[25]

Even Melvil Dewey, back from a quick trip to Alaska following the Conference, came to Los Angeles to put in a good word for his former student. Jones gave him and his party a tour of the city; the Friday Morning Club hosted a reception for him and the other visiting librarians.

As for Lummis, who had not to this moment ascended to the library quarters on the third floor of city hall, he telephoned from his home that he wished to meet the visiting librarians officially at the library. Somehow, intentionally or otherwise, he failed to make connections with the group.

When Dewey was asked by a reporter later that afternoon if he had managed to beard the Lion in his Den, Dewey replied, "No, I understand it requires a ticket of admission. At last accounts he had gone out to lunch and would eat til 2 o'clock."[26] Dewey's caustic remark suggested Lummis's luncheon menu featured a very large and meaty bone.

Suffragettes Join Fray

The library stew reached the boiling point on Thursday evening, July 27, when the mayor at last called an open meeting of the library board to permit presentation of its evidence supporting Jones's dismissal. Clubwomen of the city crowded the auditorium, bringing with them formidable reinforcements in the persons of two well known feminists, Susan B. Anthony and the Reverend Anna B. Shaw. The mayor called the meeting to order, asking the board to present its case against Jones. Speaking through their lawyer, the four directors refused to produce any evidence. The meeting was adjourned, in considerable confusion.[27]

The following day, a thousand women rallied at the Woman's Club auditorium to hear Anthony and Rev. Shaw. Said Anthony:

> As long as you women say you have rights and are satisfied, just so long will you continue to be displaced. Here is a position, some man wants it . . . Of course the man will win because there's only men to settle it.[28]

A thousand irate women boiled out of the meeting determined to do something about the impasse. Again their representatives descended on the mayor, armed with petitions. The mayor summoned his courage—and fired the intransigent library board. But the board refused to remain fired; taking their cue from Jones, they in their turn demanded a hearing, this time before the city council.[29]

Lummis Assumes Control

But as the clubwomen, thinking the battle all but won, drew up a new slate of library directors for the mayor's approval, Lummis decided to cut his vacation short and assume the reins of the library administration. The *Times* reported:

> Charles Lummis is now librarian de facto as well as de jure. He has shortened his vacation a month. Yesterday he assumed active control. During the afternoon he met the library department heads in three relays and delivered a short address to each, outlining his policy and telling the fair assistants what he should expect of them.

> Promptly at 5 o'clock in the afternoon, the first relay, fourteen in number, white gowned, flushed, and expectant, filed into the librarian's private office and stood conspicuously in line like an old-fashioned spelling class awaiting orders.[30]

Lummis's address to the staff was included in the writeup. It was calm, orderly, and eminently rational. He made note of the embarrassing situation in which both he and the staff members found themselves. But he wanted to make very clear:

> . . . who was, could, or should be librarian is no longer our business. I am librarian—and shall be plenty long enough for you and me to acquire the fixed habit of pulling together in our common duty. Nothing short of a board appointed for that purpose can change that status—and that will not be soon.[31]

Controversy Fades

Although Lummis may have been convinced the matter was settled, the women of the city were not. They continued canvassing Los Angeles with petitions. But the council refused to act, either to confirm the mayor's removal of the board or to act as an arbitration panel.[32] The city attorney ruled that the board had done nothing specifically illegal in removing Jones since nothing in the law stated that such removal had to be for cause. As the week wore on without further action, the *Times* editor intoned:

> There is a growing feeling that to remove four men, serving the city without pay, because they decided on a course of action, perfectly legal, but contrary to the opinions of a portion of the community, would be establishing a dangerous precedent.
>
> Unless it can be shown that the city attorney erred in his opinion as to the legality of the case in question, Mr. Lummis will continue to be librarian . . .[33]

And, as far as the City of Los Angeles was concerned, that was that. Jones and her backers among the women of the city continued to prod and petition until at last, between Jan. 30 and Feb. 21, 1906, a public investigation of the whole matter was made by the city council. All the parties concerned testified. The council's verdict was that the mayor had been at fault in removing the library board members who had fired Jones, and that Lummis's appointment as city librarian should stand.[34]

As for Jones, she soon accepted a position as librarian at Bryn Mawr College Library, where women were not regarded as second-class citizens. And Charles Lummis ascended to the third floor of city hall and ensconced himself in the librarian's private office, bringing his spittoon with him.[35]

Lame Justification

Lummis made an incredibly lame effort to justify his position in his *Out West* editorial column the same month he took office. He began with sweet reasonableness by pointing out:

> As a matter of fact, fatherhood and motherhood are the only inalienable offices of any importance that depend upon the cleverest of God's accidents. Every other responsibility of size in this world depends solely on the way the individual discharges it.

Then he got to the crux of the matter:

> No other public business of $60,000 a year in California is administered by a woman, nor is expected to be. Only one public library in the United States of this size and in a population of this size, has a woman librarian. [Minneapolis] . . .
>
> On the other hand, in many of these libraries—in most of the public ones—the "force" is overwhelmingly of women. It is so and should be so. Within their experience, women are the better library workers. Every manly man in or out of libraries will be glad when a woman graduates to be librarian of a library of the first class, or president of the American Library Association. And one will when her time comes. *It isn't that women Cannot, but that they Haven't as Yet* . . . [Italics mine, punctuation Lummis's][36]

Perhaps they hadn't. The first woman ALA president was still six years in the offing.[37] And it is certainly difficult to determine from the three-page table of U.S. libraries appended to Lummis's editorial just what the status of women administrators was at that moment.[38]

The first two and a half pages of the table list public, reference, college, and state libraries with names of their male directors. At the end of the table, a half page is headed, "Only important libraries managed by women." Unlike the first section, which reads like a Who's Who Among Librarians, no names are given. Undoubtedly, the women directors modestly shrank from public recognition of their administrative status, so that they would not disprove the Lion's mandate: "It isn't that women Cannot, but that they Haven't as Yet."

Short Reign

It is pleasant to record Lummis lasted no longer than Jones as Los Angeles City Librarian. He gave the job his best efforts for five years, adding not only spittoons but also drinking fountains, public telephones, typewriter chairs, and a mimeograph machine to the library's equipment.[39]

He also hired a high-salaried director of research, one Dr. C. J. K. Jones,[40] and proceeded to build the library's research collection along lines of his own scholarly interests in California and Western history and anthropology. It was this, rather than his sex—which was impeccable—which brought him down. In March 1910 he submitted his resignation.[41] The board's prompt and unequivocal acceptance[42] hints the directors may have discovered having a man at the helm does not necessarily solve all the problems that can beset a public library.

Still Relevant: A Postscript

The actors and the actresses in the drama of the Lion and the lady were long since dead and the Ingersoll Collection clippings and scrapbooks which told the story had gathered dust for 50 years when Los Angeles Public Library Bibliographer Armine D. Mackenzie stumbled onto the library scrapbook. Culling from the clipping books, Mackenzie briefly outlined the events leading up to the encounter between the Lion and the lady, and gave further information about Lummis's erudite bibliographer, Dr. C. J. K. Jones, the indirect cause of Lummis's own downfall in 1910. The story was printed as two articles, "The Great Library War," and "The Human Encyclopedia," in the *California Librarian*, 18 (April 1957), pp. 89–92 and pp. 92–94.

Mackenzie's account of the firing of Mary Jones went almost unnoticed when it appeared. But 20 years later, with two decades of unresolved social protest and turmoil behind us, the issues which Jones and her supporters raised are as relevant today as they were in 1905. Discrimination against women and members of racial minority groups may not be as blatant as it was 70 years ago, but it still exists.

Sexual and racial stereotypes and the Procrustean bed of social "roles" each of us is expected to play out from the moment of our birth may be the grease that keeps the wheels of civilization moving easily. But these same easy assumptions about individual abilities do violence to the development not only of the talents of women and minority groups, but even to those who number themselves among the white American male norm. Except for universal suffrage, women as a whole have actually made little progress since Mary Jones's day. The solutions to the problems are neither easy nor apparent. Susan B. Anthony and Rev. Anna Shaw would not be pleased. □

NOTES

1. "ALA Conference Minutes," *Library Journal,* 30 (July 1905), p. 415f.
2. *Los Angeles Times,* June 15, 1905, p. 1.
3. Quoted in "Clubwomen rally round deposed Librarian," *Los Angeles Times,* June 23, 1905, II, p. 2. (hereafter cited as *Times*)
4. "Lummis is City Librarian," *Times,* June 22, 1905, p. 3.
5. Charles F. Lummis, "In the Lion's Den," *Out West,* 19 (Aug. 1903), p. 216.
6. Charles F. Lummis, *Private Diary,* Nov. 22, 1901. (manuscript in Southwest Museum, Los Angeles)
7. Turbesé Lummis Fiske and Keith Lummis, *Charles F. Lummis: the Man and his West* (Norman: University of Oklahoma Press, 1975), p. 116.
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12. *Ibid.,* p. 1, 3.
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14. "Library Fuss Goes to Mayor's Cabinet," *Times,* June 24, 1905, p. 1.
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17. "Corduroys in Library," *Times,* June 28, 1905, p. 7.
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19. "Making cool war plans," *Times,* June 30, 1905, p. 1.
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21. "Meeting of Pacific Coast Library Associations, Portland, Ore., July 5, 1905," *Library Journal,* 30 (Oct. 1905), p. 804.
22. Editorial, *Library Journal,* 30 (Aug. 1905), p. 458.
23. "Council may act," *Times,* July 19, 1905, II, p. 2.
24. *Ibid.*
25. *Ibid.*
26. "Progressive Librarians," *Times,* July 30, 1905, p. 14.
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28. "He, His, or Him Vex Dr. Shaw," *Times,* July 29, 1905, p. 5.
29. "Bounces the Library Board," *Times,* Aug. 1, 1905, II, p. 2.
30. "Fate of the Board in the Balance," *Times,* Aug. 2, 1905, II, p. 2.
31. *Ibid.*
32. "Council Dodges Library Issue," *Times,* Aug. 8, 1905, II, p. 2
33. "Only Post Mortem: That Library Ghost," *Times,* Aug. 11, 1905, II, p. 2.
34. Proceedings summarized in *Library Journal,* 31 (March 1906), p. 140.
35. "Spittoons for the Library," *Times,* Aug. 10, 1905, II, p. 2.
36. Lummis, "In the Lion's Den," *Out West,* 23 (Aug. 1905), pp. 181-182.
37. Theresa Wright Elmendorf was the first woman ALA President, 1911–12.
38. "Libraries in the United States," *Out West,* 23 (Aug. 1905), pp. 190–192.
39. Dudley Gordon, *Charles F. Lummis* (Los Angeles: Cultural Assets Press, 1972), p. 216.
40. Los Angeles Public Library, "17th Annual Report, Year ending November 30, 1905," excerpted in *Library Journal,* 31 (March 1906), p. 141.
41. "Librarian Lummis suddenly Resigns," *Times,* March 5, 1910, II, p. 1.
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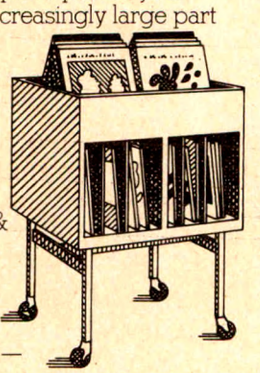

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Hidden Costs of Collective Bargaining

by John W. Weatherford

The following comments were solicited from John W. Weatherford, director of the Park Library, Central Michigan University, as a continuation of AL's series on "Money: How to Get It for Your Library and How to Make More as a Librarian." The question put to Weatherford, who has served many years at the bargaining table and is the author of "Collective Bargaining and the Academic Librarian," and various articles on the subject: "Can collective bargaining make more money for you as a librarian?" Another point of view was expressed in "Who Do You Think Will Fight for Your Raises?" by Alice Henninger (AL, Nov. 1977, p. 579).

Collective bargaining evokes untested and intemperate assumptions: It will make us robots. No, it will so free us of anxiety that we can soar to new heights of creativity. It will save us from arbitrary and capricious administrators. No, it will bind us over to pompous or doctrinaire union officials. It won't make us richer. Yes, it will.

All these assumptions remain unproved, even the last. Folk wisdom, to be sure, suggests, "If you get this much pay as a defenseless loner, surely you could get more with collective strength and a union to speak for you." Unions are neither too shy nor too scholarly to make such assertions with enormous assurance. The folk wisdom, however, ignores certain costs that come with collective bargaining.

"Collective bargaining thus diverts money from the whole to a few hard cases."

Prolonged haggling at a bargaining table is expensive by any costing method. The working conditions ordinarily bargained include some benefits we traditionally, though inaccurately, call noneconomic, such as employment security and grievance. Provisions of this sort tend to confer economic benefits on a small minority of employees, but nonetheless add to the cost of the employer. These costs compete directly with the salaries of the whole unit. Collective bargaining thus diverts money from the whole to a few hard cases.

It is naive to suppose that a public employer will not relay these losses, in whole or pro rata, to employees. Bargaining, grievance, and arbitration are, after all, part of what employees cost. Suppose gains of unionism are further offset by union dues, which though often negligible may sometimes reach $200 a year. That sum is 1 or 2 percent of most librarians' salaries, and 20 or 25 percent of their raises.

The economic return for librarians from collective bargaining depends in part on what kind of librarian is involved. Academic librarians have enjoyed at least initial improvement by being joined in units with university professors, a happy accident that will not befall most librarians. School librarians are usually joined with school teachers, and fare ill or well with them. Public librarians sometimes have their own unions, or sometimes find themselves in public-employee vertical unions such as the American Federation of State and County Municipal Employees. However romantic it may be for librarians in a vertical union to share their lot with street-sweepers, it is not that key to affluence which some of these "Money" articles were meant to reveal.

A union small enough to be dominated by librarians is weak. A strong union has constituencies among which librarians must compete as a minority; and, paradoxically, collective bargaining is not available to any employees as a means of coping with their own union. Nor does collective bargaining (a capitalistic phenomenon, remember) long defy the market place. The fact that it is collective does not soften the fact that it is bargaining.

"However romantic . . . for librarians . . . to share their lot with street-sweepers, it is not that key to affluence . . ."

Are there instances of librarians earning more because of collective bargaining? Emphatically yes. What are the chances on the whole of significant gain? There is still no evidence that they are better than putting union dues into a state lottery, or, better yet, on a promising nag. □

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ALA-MLS (UBC) '77 seeks entry level position in Canada or U.S. Humanities and social science background (BA, York U). Available immediately. Willing to relocate. Resume: C. W. Grubb, 33 Howland Ave., Toronto, Ontario, Canada M5R 3B2.

ALBUQUERQUE LOCATION DESIRED. MLS with varied experience in university, public, and school libraries. Also have MLA certification. LSCA grant experience. Public relations orientation. Seeking either full or part-time position. Write S. Clayton, 601 S. Craycroft Rd., Tucson, AZ 85711.

CHILDREN'S/ADOLESCENTS' LITERATURE, PhD '78, Michigan State University. Library Science cognate '77, the University of Michigan. Seeking faculty position teaching materials selection and services to children and young adults in a school of library science. Will relocate. Contact: S. G. McNamara, 301 Erickson Hall, Michigan State University, East Lansing, MI 48824.

POSITIONS OPEN

ALA

DIRECTOR OF RESEARCH
(Librarian)

Functions in a consultant capacity; coordinates, instigates, and identifies research needs of the library profession. Represents ALA's research interests to foundations and other organizations. Conducts surveys and special projects. Requires previous research experience and graduate library degree. Salary range $19,680–$29,298. Excellent benefits, TIAA/CREF pension, month vacation.

Send resume:

Personnel Director
American Library Association
50 E. Huron
Chicago, IL 60611

An equal-opportunity, affirmative-action employer.

ACADEMIC LIBRARY

Acquisitions librarian for small, independent, liberal arts college for women (700). Responsible for the selection and acquisition of material, including serials and gifts. Major responsibility for collection development. Assists with some daily and weekend reference service. ALA-accredited MLS and at least 3 yrs.' academic acquisitions experience in a supervisory capacity required. Some experience with reference service preferred. Library of 70,000 vols. organized as academic department. Faculty status, 10-month contract. Salary $10,500–$13,000 and rank of instructor or assistant professor, depending on qualifications and experience. Position available Aug. 1. **Send letter of inquiry, resume transcripts, and 3 letters of reference by May 26:** Dean of the College, **Colby-Sawyer College, New London, NH 03257.** An equal-opportunity employer.

Assistant director for technical services. Coordinates the planning, growth, and improvement of the order, serials, cataloging, gifts, binding, and processing departments consisting of 13 professional and over 35 clerical staff. Coordinates collection development with academic faculty and is responsible for expenditure of over $1 million acquisition budget. Reports to the director of libraries. Qualifications: ALA-accredited MLS with at least 8 yrs.' progressively responsible administrative technical service experience in academic libraries; direct supervisory experience in acquisitions, serials, or cataloging; experience with automated systems and OCLC required; demonstrated management ability with strong leadership qualities. Faculty status. Excellent fringe benefits. Minimum salary $20,000. **Send resume and names of at least 3 professional references by May 31:** Kenneth E. Toombs, Director of Libraries, **Thomas Cooper Library, University of South Carolina, Columbia, SC 29208.** An equal-opportunity, affirmative-action employer.

Assistant government publications librarian. Multi-talented librarian sought for challenging position in a department with sizable collections of documents, law materials, and maps. Responsibilities in all phases of operations: public service, technical processing and administration, reference/information service, library instruction, computer literature searching, liaison with faculty, cataloging, collection development. Opportunity for involvement in a variety of other reference services and library-wide activities. Excellent opportunity for professional development as an academic librarian with government documents specialty. MLS and some familiarity with government publications required. Social sciences background desirable. Appointment at the assistant librarian rank. Range of salary for appointment $12,924–$15,000. Send resume and list of 3 references: Margaret Schott, Library Personnel Officer, **University of California, Riverside, CA 92521.** An equal-opportunity, affirmative-action employer.

Associate librarian, medium-sized university library of 750,000 volumes, staff of 58. Available July 1. Assists the librarian in managerial, budgetary, and personnel matters; is directly

DEAN
SCHOOL OF LIBRARY SCIENCE
UNIVERSITY OF SOUTHERN CALIFORNIA

The University of Southern California seeks to appoint a forward-looking scholarly individual with an interest in developing and strengthening its School of Library Science. The dean is responsible for the management and leadership of a fully-accredited school of library science. In addition, he/she will work with faculty, students, other schools within the university, and with the profession at large.

Minimum qualifications: earned doctorate or equivalent, demonstrated administrative ability, and eligibility for senior faculty rank. Library and teaching experience is desirable. Salary: $35,000 negotiable. This is a 12-month position, open September 1978.

Applications or nominations requested by June 1. Send resume and names of 3 references:

Chair, Search Committee, c/o Vice President Academic Affairs, Administration 101, University of Southern California, University Park, Los Angeles, CA 90007.

An equal-opportunity, affirmative-action employer.

responsible to the librarian and performs delegated duties. Must have ALA-accredited MLS and demonstrated managerial ability and leadership qualities. Academic library experience preferred. Salary minimum: $16,000. **Nominations/applications by June 1:** Sarah V. Gray, Chairperson, **Earl Gregg Swem Library, College of William and Mary, Williamsburg, VA 23185.** An equal-opportunity, affirmative-action employer.

Associate reference librarian. Library serves colleges of medicine, nursing, pharmacy, and health-related professions. Under direction of reference librarian: performs literature searches, both manual and computerized; acts as back-up for assistants at information desk; participates in library instruction program; special responsibility for extension work with hospital libraries. Requires ALA-accredited MLS. MLA certification or eligibility preferred, background in basic or health sciences desirable, training in use of computerized bibliographic retrieval systems very desirable. Faculty appointment on 12-month contract; 22 days vacation, TIAA/CREF. Salary to $11,608 depending on qualifications and experience. Available October 1. Send resume and references: Sally Kasalko, Reference Librarian, **University of Arkansas for Medical Sciences, Library, Slot 586, 4301 W. Markham Ave., Little Rock, AR 72201.** An equal-opportunity, affirmative-action employer.

AV media librarian. Plan, establish, and operate a small audiovisual media center for a technological university library. Some reference duties. Master's in AV media and/or library science, education and background in science and technology literature and information resources, relevant media center experience. $15,000 p.a., TIAA/CREF eligibility. Position open Sept. 1. Send resume and references: Director of Libraries, **Polytechnic Institute of New York, 333 Jay St., Brooklyn, NY 11201.** An equal-opportunity employer M/F.

Bibliographic instruction librarian, Tennessee Technological University, Cookeville, Tenn. $11,000–$13,000, 12-month position. Duties include: developing strong program of library instruction and orientation; planning and implementing methods of instruction; acting as a missionary from the library to the students, faculties, and administrators of the 5 colleges within the university; preparing library guides and other instructional material (print and nonprint); writing proposals for supporting grants; and working some hours at the reference desk. Successful candidate must have an ALA-accredited MLS, 2-3 yrs.' experience in bibliographic instruction, library orientation or reference in an academic library. Individual must be articulate, poised, self-confident, and possess the ability to interface comfortably and effectively with faculty members and university administrators. We are seeking an energetic, dynamic person who is a self-starter and can work with a minimum of supervision. Faculty benefits with rank of instructor. Annual leave accumulates at 2 days per month; sick leave accumulates at 1 day per month. Retirement plans and group insurance available. **Deadline for applications is June 1.** Position open July 1. Send resume and letter of application: Dr. Dudley Yates, Director of Library Services, **Tennessee Technological University, Box 5066, Cookeville, TN 38501.** Tennessee Technological University is an equal-opportunity, affirmative-action employer and complies with Title IX of the Educational Amendments of 1972 and the Rehabilitation Act of 1973.

Catalog librarian, Robert W. Woodruff Library, Emory University. Open Sept. 1. Under general direction of the head, catalog department. Responsible for editing OCLC data base records and for some original cataloging and classification. Other general departmental duties, such as filing revision and catalog maintenance as required. Department adds approximately 25,000 titles per year. Qualifications: ALA-accredited MLS. Reading knowledge of 2 modern European languages. Knowledge of LC classification and AACR necessary. Familiarity with OCLC desirable. Beginning salary $11,000. **Send resume and names of 3 references by June 15:** Paul M. Cousins, Jr., Acting Director of Libraries, **Robert W. Woodruff Library, Emory University, Atlanta, GA 30322.** An equal-opportunity employer.

Cataloger, Northwestern University Library (readvertisement). Performs original and copy cataloging and classification of monographs representing all levels of difficulty, in English and foreign languages, using Dewey 18, AACR, and Northwestern's automated system NOTIS 3. ALA-accredited MLS, working knowledge of 2 or more foreign languages, including French or German; technical services experience desirable. Open June. Hiring range $11,200–$12,200. **Applications accepted through May 12.** Submit applications: Robert Ireland, **Northwestern University Library, Evanston, IL 60201.** An equal-opportunity employer.

Cataloger. Responsible for all cataloging, supervise 1 clerk-typist + student assistants. ALA-accredited MLS. Competency in at least 1 modern foreign language. To assist with programmed library instruction. Experience desired but not necessary. Familiarity with computer technology desired. The library is a principal member of the Washington Library Network and an online terminal is used in cataloging. Minimum salary $9,500, 1-month vacation, TIAA/CREF, college health plan. Position open July 1, but will consider a later date. An interview is required. Send credentials and a letter of application: Arley D. Jonish, Librarian, **Penrose Memorial Library, Whitman College, Walla Walla, WA 99362.** Whitman College does not discriminate on the basis of race, color, age, religion, sex, national origin, or physical handicap in its educational program, activities, or employment policies, in accordance with federal, state and local laws.

COLLECTION DEVELOPMENT OFFICER
(Search reopened)

Reporting to director of libraries, coordinates collection development activity, monitors policy implementation, manages library's collections, and is the chief library officer for development and management of collections. ALA-accredited MLS; minimum 5 yrs.' experience with collection development in a large research library; prefer experience in managing collection; knowledge of budget development and maintenance. Minimum salary $20,000 commensurate with qualifications and experience. 24 days vacation, TIAA retirement, premiums fully paid for medical, dental, and life insurance plans.

Applications must be postmarked no later than June 30, 1978. Send resume, names of 3 references, current salary, and salary requirements to:

John K. Mayeski
Library Personnel Officer
University of Washington Libraries
Seattle, WA 98195

Cataloger. Responsible for all operations of the cataloging department including keeping statistics (OCLC experience required). Supervises inventory procedures, 2 clerks, and several student assistants. Qualifications: BS (science or engineering preferred); ALA-accredited MLS. Salary $12,000+. Starting date July 1. Send inquiries: Ottilie H. Rollins, Head Librarian, **Clarkson College of Technology, Potsdam, NY 13676.** An equal-opportunity, affirmative-action employer.

Cataloging department head. University library seeks applicants for department head to direct cataloging department consisting of 9 professionals and 23 full-time support staff. Requires ALA-accredited MLS, 5 yrs.' cataloging experience which includes increasing supervisory responsibilities, OCLC or other automated cataloging experience highly desirable. Full range of benefits, including academic status, TIAA/CREF, 25 days vacation. Salary negotiable depending on qualifications — $16,000 minimum. **Applications should be sent before June 15.** Send resume and names of 3 references: Winnifred Margetts, Personnel Officer, **University of Utah Libraries, Salt Lake City, UT 84112.** An equal-opportunity, affirmative-action employer.

Circulation librarian. Minimum qualifications: MLS and 4 yrs.' professional experience in an academic or research library, including at least 2 yrs.' substantial supervisory experience, and at least 2 yrs.' circulation experience. Ability to develop, supervise, and maintain a large staff of classified personnel and student assistants. Familiarity with data processing and computer applications. Preferred qualifications: 7 yrs.' professional experience in an academic or research library, 3 yrs.' of which have been supervisory experience at the department head level in a circulation system or a relevant operation; and other demonstrated evidence of outstanding ability. Experience with a computerized library circulation system desirable. Duties: responsible for management, interpretation, coordination, and development of an effective circulation system. Will have to take a major role in a computer-based inventory project, acquisition of second-generation systems for theft detection and computer-based circulation. Beginning salary for 12 months $14,000–$18,000, depending on qualifications and experience, with generous State of Ohio fringe benefits. Starting June 15 (negotiable) with **June 1 closing date for applications.** Send recent resume and 3 letters of reference: Robert

Benninghoff, Chairperson, Search Committee, **University Libraries, Cleveland State University, Cleveland, OH 44115.**

Collection development librarian. Involves determining needs of the library in relation to the curriculum and research of the university, engaging in the selection of specific titles, serving as liaison between library and teaching faculty, and supervising the routines of ordering. Qualifications: ALA-accredited MLS. A strong commitment to the collegial form of library organization. Experience preferred, especially with OCLC operation, and knowledge of major European languages. Salary $12,000–$15,500, 10-month contract with possible summer employment. **Deadline for application June 15.** Send resumes: Dale Gresseth, Chair, Library Department, **University of Wisconsin-La Crosse, La Crosse, WI 54601.**

Coordinator, instructional resources laboratory. Administer instructional materials and media services for the College of Education at Arizona State University. Salary $12,000–$13,000 for 12 months. **Apply by May 15:** Personnel Committee, FLS-College of Education, **Arizona State University, Tempe, AZ 85281.**

Head catalog librarian. Responsible for all operations related to cataloging and processing of monographs and supervision of 2 staff members. Qualifications include ALA-accredited MLS, at least 3 yrs.' cataloging experience (preferably in a health science library), supervisory experience preferred, and a thorough knowledge of OCLC cataloging. Salary range $13,588–$14,633. Faculty appointment on 12-month contract. 22 days vacation, TIAA/CREF. Available July 1. Send resume and references: Mary Ryan, Coordinator of Technical Services, **University of Arkansas for Medical Sciences, Library, Slot 586, 4301 W. Markham Ave., Little Rock, AR 72201.** An equal-opportunity, affirmative-action employer.

Head of acquisition department. Responsible for the order placement and receipt of materials for a $700,000 book budget. Liaison with library and faculty book selectors. Supervises 6 full-time paraprofessionals and several student assistants. Must evaluate vendor performance and prepare statistical reports such as inflation tabulations and approval plan return rates. Supervises use of Brodart's Instant Response Order System to send orders online. Must have the expertise to implement an automated acquisitions system as soon as feasible. Applicants must have an ALA-accredited MLS. Experience in an academic or research library acquisitions department is required, preferably at the supervisory level. Familiarity with automated systems with experience in implementing a new system being highly desirable. Minimum salary $14,000, but commensurate with qualifications and experience. **Will interview at ALA in June. Submit resume and letter of application by June 30:** Personnel Officer, **Doheny Library, University of Southern California, University Park, Los Angeles, CA 90007.**

Head of circulation. Responsible for circulation services including reserve section; coordinating, training, and supervision of support staff and student assistants; stack supervision. ALA-accredited MLS, a 2nd master's degree in business also desirable; minimum 3 yrs.' professional library experience with demonstrated supervisory and administrative ability in an academic library. Experience with automated circulation system. Faculty rank, 40-hour week. Salary range $11,100–$14,500 for 12 months. Fringe benefits. Open July 1. Submit letter of application and resume: Helvi Walkonen, Librarian, **Northern Michigan University, Marquette, MI 49855.** An equal-opportunity, affirmative-action employer.

Head, serials division, University of Michigan Library. Responsible for policy development and operational management of a division of 10 professional staff, 6 paraprofessionals, and 18 FTE support staff, organized in 3 major units: acquisitions section, cataloging section, and bindery preparations section. Reports to associate director (technical services). Qualifications include graduate degree in library science; working knowledge of 2 principal Western European languages; 5 yrs.' professional experience in a large university library, including a minimum of 2 yrs.' experience in the acquisitions or cataloging of serials in a large university library and at least 2 yrs.' successful supervisory or management experience; understanding of national trends in the bibliographic control of serials; ability to speak and write effectively; capability of managing and providing leadership in a period of rapid change in systems for the acquisition and bibliographic control of serials. Salary range $17,400–$22,000. Write: Lynn Marko, Assistant for Personnel and Staff Development, **818 Hatcher Library, Ann Arbor, MI 48109.** The University of Michigan is a non-discriminatory, affirmative-action employer.

ASSISTANT LIBRARIANS

UNIVERSITY OF FLORIDA LIBRARIES

Currently accepting resumes for two assistant librarian positions in the catalog department. One position is responsible for subject and descriptive cataloging of monographs using LC classification in OCLC/SOLINET network, and a reading knowledge of Spanish and German is preferred.

The second assistant librarian position is responsible for subject and descriptive cataloging of monographs using LC classification, and a proficiency in Spanish is required and Portuguese desirable. Familiarity with OCLC and/or preprofessional cataloging experience is also desirable.

Both positions require an MLS from an ALA-accredited institution and 3 yrs.' experience in a large academic library. Salaries are $9,000–$14,000 depending on qualifications. Excellent fringe benefits including a Florida State Retirement system, group health insurance options, 22 days vacation, and faculty status and privileges.

Send complete resume by May 15, 1978:

Robert L. Willits, Administrative Employment Manager, 2nd Floor HUB, University of Florida, Gainesville, FL 32611

An equal-opportunity, affirmative-action employer.

Information specialist - search and retrieval. Main responsibility is the introduction of on-site computerized search services with additional reference duties. Establish liaison with faculty and students. Devise own strategies for increasing utilization of this type of information service on campus. Full responsibility for search and retrieval services, retrospective and current awareness. Qualifications: BS (science or engineering preferred); ALA-accredited MLS, programming and search experience desirable. Salary $13,500+. Send resume: Ottilie H. Rollins, Head Librarian, **Clarkson College of Technology, Potsdam, NY 13676.** An equal-opportunity, affirmative-action employer.

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2 POSITIONS. 1) Instructional materials librarian (search reopened): to provide circulation, reference, and instructional services from an instructional materials collection of 110,000 print and nonprint items. Provides library liaison with school of education; introduces students to resources, individually and through classes; works with students and faculty in collection development; acquires, catalogs, and processes instructional materials; supervises non-instructional and student personnel. ALA-accredited MLS and minimum 3 yrs.' professional library experience which includes work in a media center required. Elementary/secondary teaching experience highly desirable. Strong service orientation, extensive knowledge of instructional material in all formats, and the ability to exploit and promote such materials are essential. **2) Reference librarian:** to provide collection development, reference, and instructional services in support of programs of departments of art, English, modern languages, music, philosophy, and communications and to assist in generalized service to all members of academic community. Coordinates library's special collections. ALA-accredited MLS and strong subject background in one of the above areas required; 3 yrs.' professional library experience including reference work in academic library, facility in at least 1 modern language, demonstrated service orientation, and ability to work with diverse public in a predominantly undergraduate institution desirable. Rank: instructor/assistant professor. Salary: $11,035–$17,885 for 9-month appointment + excellent fringe benefits. Summer work usually available. Submit letter of application, full vita and supporting documentation, and 3 recent letters of reference **by June 15:** Louis Como, Chairperson, **Library, Slippery Rock State College, Slippery Rock, PA 16057.** An equal-opportunity, affirmative-action employer.

Librarian, assistant for reference, circulation, and other as needed. Sept. 1. MLS required, experience preferred. Minimum salary $8,800. Send dossier with references: Glen O. Martin, Academic Dean, **Bethel College, McKenzie, TN 38201.** An equal-opportunity, affirmative-action employer.

Librarian. Northern Montana College seeks librarian to assist director as one of two professionals in small college library. Special responsibilities in reference and collection development. Opportunity for varied experience as we plan for new building. $11,000. Required: ALA-accredited MLS. Position begins Aug. 1. **Send appropriate combination of placement folder, 3 letters of reference, and resume by June 15:** Herbert D. Safford, Director of the Library, **Northern Montana College, Havre, MT 59501.** An equal-opportunity, affirmative-action employer.

Librarian, audiovisual services, Oakland University Library. Position to be filled Aug. 1978. Operating and planning development of audiovisual services, including integration of media into academic curriculum. ALA-accredited MLS, administration of media services programs required. Second MA in related field, demonstrated ability to develop and pursue grant proposals desirable. Tenure track position. Assistant professor, minimum salary $14,000. 10-month appointment, excellent fringe benefits. **No applications after May 15.** Send resume: George L. Gardiner, Dean of the Library, **Oakland University, Rochester, MI 48063.** An equal-opportunity employer.

Librarian - instructional media specialist. ALA-accredited MLS required. Ability to administer instructional media service and to teach use of media. Ability to use OCLC desirable. Performance expectations include in addition some general reference and cataloging service. The position has opportunity for long-term employment, although initial contract will be for 1 yr. beginning Sept. 1. Minimum salary $10,500 per year. **Apply by May 30:** Robert Coward, Head Librarian, **Franklin College, Franklin, IN 46131.** An equal-opportunity, affirmative-action employer.

Librarian, science reference (continue). Clemson University, Clemson, South Carolina. Responsibilities include providing reference service to students (primarily graduate students) and faculty; interlibrary loans for the science, technology, and agriculture division; lectures on subject bibliographies and library use; providing information and assistance with computer searches and related duties. Desire an undergraduate degree in the sciences, agriculture, or engineering, (a master's degree preferred) + an ALA-accredited MLS. 12-month appointment. Salary up to $16,000. Position available immediately. **Closing date for sending applications May 19.** Send letter of application and resume, including academic credentials: J. W. Gordon Gourlay, Director of the Library, **Clemson University, Clemson, SC 29631.** An equal-opportunity employer.

Librarian, systems analysis, Oakland University Library. Position to be filled Aug. 1978. Evaluation, planning, implementation of automated systems as well as nonautomated projects to which systems analysis techniques can be applied. ALA-accredited MLS, experience with automated systems required. Second MA in related field, experience with online systems desirable. Tenure track position. Assistant professor, minimum salary $14,000. 10-month appointment, excellent fringe benefits. **No applications after May 15.** Send resume: George L. Gardiner, Dean of the Library, **Oakland University, Rochester, MI 48063.** An equal-opportunity employer.

Readers' services librarian. Responsible for implementing bibliographic instruction programs, providing innovative approaches to reference services, and editing library newsletter. Minimum requirements include ALA-accredited MLS, 5 yrs.' professional library experience, of which 2 must have involved library instruction and reference services in academic library. Must be competent in written and oral communications, with demonstrated writing ability. Prefer strong liberal arts undergraduate background. Salary $15,000 + excellent fringe benefits. Faculty status. Starting date July 1. **Send resume, references, and official transcript before May 22:** Ruby York Weinbrecht, Librarian, **Mary Washington College, Fredericksburg, VA 22401.** An equal-opportunity, affirmative-action employer.

Social science reference librarian. Minimum qualifications: ALA-accredited MLS + master's degree in a social science discipline or 36 hours in a doctoral program, 3 or more yrs.' reference experience in an academic library preferred. Responsibilities: supervision and coordination of activities in the social sciences reference division. Salary $13,000–$15,000 for 9 months + additional 1½ months salary for one 6-week summer session. Full faculty status. Available Aug. 21. **Application deadline June 1.** Send resume: Diana Pany Bennett, Chair, Librarian Search Committee, **Sam Houston State University, Huntsville, TX 77341.** An equal-opportunity employer.

2 POSITIONS anticipated to begin Aug. 15. Required: ALA-accredited master's; evening/weekend hours. Liaison to evening teaching faculty, must relate well to students. Teaching background desirable. Auraria Libraries serves Community College of Denver at Auraria, Metropolitan State College, and University of Colorado at Denver. Faculty status, 12-month contract, 22 days vacation per year. Salary $10,500+ depending on education and experience. **Science/reference librarian:** strong physical or biological science background, second master's desirable. **Documents/reference librarian:** documents background, depository library experience preferred. **Deadline for letter of application and resume June 15:** Marilyn Mitchell, **Auraria Libraries, Lawrence at 11th St., Denver, CO 80204.** An equal-opportunity, affirmative-action employer.

COOPERATIVE AGENCY

Program manager to direct multistate library network information retrieval/online services program. Requires ALA-accredited MLS + 8 yrs.' professional library experience, including at least 3 yrs.' administrative and operational experience with online data base systems. Responsible for management of all phases of program operation. Position available immediately. Excellent fringe benefits. Starting salary range: $18,000–$20,000+. Send resumes and references to: Donald B. Simpson, Executive Director, **Bibliographical Center for Research, 245 Columbine St., Suite 212, Denver, CO 80206.** An equal-opportunity employer.

Resources librarian for Starved Rock Library System at Ottawa, Ill. Responsible for administering and supervising reference, interlibrary loan, audiovisual services, circulation, and development of adult resources collection. Department staff of 4. System provides supportive service for 28 public libraries in 6-county area serving 162,163 population. Qualifications include MLS with 2–4 yrs.' library experience in reference and adult services. Broad knowledge of books, library materials, and reference networks. Knowledge of OCLC desirable. Salary $12,677–$14,493, 20 days vacation, 15 days paid holidays, sick leave, and combined Social Security and state retirement. Position open May 16. Submit resume, credentials, and references: Richard E. Willson, Executive Director, **Starved Rock Library System, 900 Hitt St., Ottawa, IL 61350.**

Services librarian for blind and physically handicapped, Starved Rock Library System at Ottawa, Ill. Position open April 24. Responsible for providing and promoting BPH service for a 6-county area library system. Also serves as director of the Library of Congress Multistate Center for the Midlands at Oglesby, Ill., which distributes and produces library materials for the blind and physically handicapped 13 regional libraries in 11 midwestern states. Staff of 3. Qualifications: MLS with 2–4 yrs.' library experience. BPH experience desirable. Must be acquainted with special library needs of the blind and physically handicapped. Ability to follow guidelines of Plan of Service and special contracts. Position requires considerable oral and written communication responsibilities. Knowledge of tape duplication highly desirable. Salary $12,677–$14,493, 20 days vacation, 15 days paid holidays, sick leave, and combined Social Security and state retirement. Submit resume, credentials, and references: Richard E. Willson, Executive Director, **Starved Rock Library System, 900 Hitt St., Ottawa, IL 61350.**

Technical services librarian for Starved Rock Library System at Ottawa, Ill. Position open Aug. 1. Responsible for acquisition of library materials, cataloging, and processing. Will be sole cataloger and one of 8 professional librarians for a system providing supporting service for 28 public libraries in 6-county area serving 162,163 population. Will also assist in reference and other varied professional system duties. Qualifications: MLS with 3 yrs.' cataloging and technical services experience. OCLC experience needed. Salary $12,677–$14,493, 20 days vacation, 15 days paid holidays, sick leave, and combined Social Security and state retirement. Submit resume, credentials, and references: Richard E. Willson, Executive Director, **Starved Rock Library System, 900 Hitt St., Ottawa, IL 61350.**

LIBRARY EDUCATION

Assistant or associate professor. (Position reopened) Teach graduate and undergraduate courses in school librarianship, including beginning and advanced cataloging. Required: doctorate (completed or near completion) and graduate library science degree emphasizing school librarianship. Desired: evidence of successful university teaching, school library experience, technical services experience, publication record. 9-month salary $14,000+ depending on qualifications. Begin Aug. 21. **Send letter and vita before June 30:** Personnel Committee, Box FLS, College of Education, **Arizona State University, Tempe, AZ 85281.** An equal-opportunity, affirmative-action employer.

Graduate faculty position in an ALA-accredited program. Primary responsibility to develop and teach cataloging and classification courses. MLS required, doctorate and research involvement desirable. Salary and rank depending on experience; $15,000 and associate professor level limit. Open Aug. 1978. **Send vita and credentials by May 10:** Dr. Jean E. Lowrie, Director, School of Librarianship, **Western Michigan University, Kalamazoo, MI 49008.** An equal-opportunity, affirmative-action employer.

Faculty member for school library media program in small department of library science. Accredited MLS and school library experience required; additional master's or doctorate preferred. Appointment as assistant professor with salary in the $13,000 range, depending on experience and training. Academic year contract. Contact: Dean, Library Services, **West Virginia University, Morgantown, WV 26506.** An equal-opportunity, affirmative-action employer.

Faculty position. Beginning Sept. 1978. Doctorate in library/information science required. Teaching and library work experience desirable. Combination of subject competencies with ability to teach basic courses necessary. Salary $14,000+ depending on experience and qualifications. Send resume and references: Dr. K. S. Umapathy, Chair, **Department of Library Science, College of Arts and Sciences, Pahlavi University, Shiraz, Iran.**

LAW LIBRARY

LAW LIBRARIAN
MILWAUKEE COUNTY

Responsible for the maintenance and management of the Milwaukee County Law and Reference Library. Duties include providing reference information and materials to judges, county supervisors, and other county personnel.

We are searching for a qualified individual who has an ALA-accredited MLS and 2 yrs.' experience as a professional librarian, preferably in a law library and after completion of the master's degree in library science. Possession of an accredited law degree (J.D. or LL.B.) preferred. Law degree may be substituted for the required experience. Monthly salary range $1,449–$1,689. Competitive benefits.

Civil service application forms must be on file in our office before June 8, 1978 and are available from:

Milwaukee County Civil Service Commission, Courthouse Room 210, 901 N. 9th St., Milwaukee, WI 53233, (414) 278-4161.

We are an equal-opportunity employer, operating under an affirmative-action plan and encourage qualified minorities and women to apply.

ASSISTANT PROFESSOR
LIBRARY SCIENCE

To teach courses in information science: introductory programming and online searching; other courses relevant to applicant's training and experience, as for example, database management. Doctorate in library science, or in a discipline related to the teaching specialty; library or information center experience; knowledge of computer applications to library operations. Teaching experience desirable; research and publication expected and encouraged. Minimum $15,000 for 9 months. Appointment January 1979 or earlier; ***resume by August 1.***

Lester Asheim, School of Library Science 026 A, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27514.

An equal-opportunity, affirmative-action employer.

DEPUTY DIRECTOR

County library serving 270,000 people with a budget of $2,150,000 seeks qualified individual to assist director in overall administration of library system. The library system consists of an 80,000 sq. ft. main library, 9 branches, and 4 bookmobiles with a combined materials collection of over 500,000 items. Employs 115 FTEs including 25 professionals.

Applicants must have ALA-accredited MLS degree. Minimum 5 yrs. as a professional in public library service with at least 3 yrs.' administrative and supervisory responsibility. Experience with library budget preparation and personnel administration required. Desire individual with experience as a director or assistant director of a public library system and experience in library automation. Salary range $18,310–$23,361 + liberal fringe benefits.

Submit references and resume prior to June 1:

Larry T. Nix, Director
Greenville County Library
300 College St.
Greenville, SC 29601

An equal-opportunity employer.

MINORITY SERVICES LIBRARIAN

A new position with Los Angeles County Public Library System, serving a county population of 2,400,000. Management level position responsible for developing and coordinating library programming and services to minority residents. Must have MLS degree; minimum of 3 yrs.' professional library experience, with 1 yr. at the level of Los Angeles County's Senior Librarian, analyzing and making recommendations for solutions to problems of library service to minorities, or 3 yrs.' professional library experience in an administrative, consultative or supervisory capacity, providing community services to racial or ethnic minorities. Ability to communicate fluently in Spanish, both orally and in writing, is highly desirable.

Salary range $18,122–$22,574. Excellent fringe benefits. ***All applications should be submitted to Room 493, Hall of Administration, 222 N. Grand Ave., Los Angeles, CA 90012 on business days only.*** For application forms and/or additional information contact:

Larry Moore, Personnel Officer, Los Angeles County Public Library System, POB 111, Los Angeles, CA 90053. (213) 974-6534.

NOBLES COUNTY LIBRARY AND INFORMATION CENTER

2 Positions

Reference and Interlibrary Loan Librarian: provides reference and interlibrary loan services throughout the regional library system.

Circulation and Adult Services Librarian: plans and carries out general circulation services with an emphasis on adult program activities and adult reading guidance.

Both positions require ALA-accredited MLS. Both entry level, although some library experience is preferred. Current beginning salary for each position is $12,312. Excellent fringe benefits. Positions open now, but will wait for well qualified candidates finishing this spring and able to accept positions by June 1, 1978 or shortly thereafter.

For additional information, send complete resume:

R. J. Hill
Personnel Director
County of Nobles
P.O. Box 591
Worthington, MN 56187

An equal-opportunity employer.

Children's librarian, Flagg Township Library, Rochelle, Ill., 90 miles west of Chicago. Responsibilities include supervision of children's department, selection of materials, program planning, and community and school contact. Qualifications: ALA-accredited MLS, experience not necessary. Salary $9,000–$10,000. Starting date June 19. **Send letter and resume by May 15:** Barbara A. Kopplin, Director, **Flagg Township Library, Fourth Ave., Rochelle, IL 61068.**

City librarian. $15,371–$22,859. Responsible for operation of municipal library. ALA-accredited MLS and 5 yrs.' experience as a professional librarian, including supervisory and public library work. **Send resume by May 15:** Karin Matiz, Personnel, **201 W. Palmetto Park Rd., Boca Raton, FL 33432.** An equal-opportunity employer.

County library director. Plan and supervise the operation of the Dickinson County Library in the Upper Peninsula of Michigan. County of 23,000. Budget of $145,000 with 1 branch library and 1 bookmobile. Headquarters library for regional cooperative. MLS and 4 yrs.' professional experience required. Usual fringe benefits. Salary range from $14,000. **Apply before May 15.** Send resume: Robert J. St. Louis, President, Library Board of Trustees, **401 Iron Mountain St., Iron Mountain, MI 49801.**

Director, Corpus Christi Public Libraries serving a municipal population of 220,000. La Retama, the central library, serves as a major resource center in the Texas State Library System. The city library director heads a system of 43 libraries in 26 counties. Position requires an accredited MLS + 5 yrs.' professional experience in positions of increasing responsibility. Entrance salary range $19,770–$25,302. Range increases to $30,000. **Apply by June 15: Office of Community Enrichment, City of Corpus Christi, POB 9277, Corpus Christi, TX 78408.**

Director. Responsibilities to a 7-member board for all library services, personnel, budget, and implementation of board policy. Exciting, award winning, 35,000 sq. ft. building located 1 block from beautiful Lake Michigan beaches (see *AL* Jan. 1978). Full-time staff of 31½, 1978 budget over $600,000, computer circulation system just online. Lakeside community of 47,000 an hour from Chicago via electric train and Interstate. Position to be filled on or before May 31. Salary $18,000 minimum, usual benefits. 6 yrs.' increasingly responsible administrative experience + an accredited MLS required. Send letter, references, and resume: Personnel Committee, **Michigan City Public Library, 100 East 4th St., Michigan City, IN 46360.**

Director, Umatilla County Library, main location at Pendleton, Ore. Administrative and supervisory experience necessary. Responsible for coordinating library services for a population of 50,000 through 9 branch libraries and 10 stations. MLS required. Salary range $13,788 and up depending on qualifications. Position available now. Send resume, references, and salary requirements: **Umatilla County Library Board, 214 N. Main, Pendleton, OR 97801.**

Extension librarian for small county library system. Challenge of organizing an extension department to serve large rural area. 1 bookmobile, 2 small branches. Within hour's drive of 2 metropolitan areas. Requires ALA-accredited MLS + 1 yr's. experience in public library with a strong extension department. Salary $10,860. Usual benefits. Beverly R. Ulmer, Librarian, **Orangeburg County Library, 510 Louis St., Orangeburg, SC 29115.** An equal-opportunity employer.

Head, community services. Position available July 1. Responsible for development and coordination of all public services outside main library: e.g., branch libraries (35), Braille & Talking Book, hospital and institution services, supervises adult book selector, and coordinator of services to children. Member of library administration group. Directly responsible to library director. Qualifications include MLS; extensive experience in administration and supervision; ability to interpret community needs and interests and develop services; ability to establish and maintain effective working, advisory, and consulting relationship; ability to speak and write effectively. Salary range $24,107–$30,784. Fringe benefits. **Send resume by May 15:** Personnel

DIRECTOR OF CULTURAL CENTER

Position requires strong administrative background in directing active programs, exhibits, cultural events, theater productions, concerts, lectures, etc. Candidates possessing a Master's degree in library science from an ALA-accredited program will be given preference. Additional background in the arts is also desirable.

Director must be able to work at a social/political professional level with city, civic, community, and cultural organizations and agencies. Minimum starting salary is approximately $22,000. Full range of fringe benefits.

Send resume:

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American Libraries
50 E. Huron St.
Chicago, IL 60611

An equal-opportunity employer M/F

Department, **Cleveland Public Library, 325 Superior Ave., Cleveland, OH 44114.** An equal-opportunity, affirmative-action employer.

Head librarian. Suburban library in Philadelphia area seeks energetic librarian to manage staff of 6 FTE; work with board, community groups, and county library system; expand existing innovative programs, services to library oriented community. Previous library experience (prefer public), administrative skills, ALA-accredited MLS. $13,900+ depending on experience, full benefits. Send letter and resume: **Easttown Library, Box 77, Berwyn, PA 19312.**

Library director. Seeking imaginative, energetic, congenial administrator to direct progressive county library program serving 40,000 in heart of Piedmont Carolinas, less than an hour's drive from rapidly-growing Charlotte, NC. Movement in and out of county on Interstate 85 smooth and rapid. Entire county served through 15,000 sq. ft. main library constructed in 1972 in city of Gaffney, recently renovated and expanded branch library, and bookmobile. Very active Friends of the Library. Applicants should be service minded and have knowledge of public library organization and administrative practices as well as ability to plan and coordinate work of others and to work well with public officials and community organizations. Requires ALA-accredited MLS with 2–3 yrs.' professional public library experience at least one of which shall have been in an administrative capacity. Salary $12,400 with possible increase July 1. Good fringes. Position open end of June. Send detailed resume with references: **Cherokee County Public Library, 300 E. Rutledge Ave., Gaffney, SC 29340.**

5 POSITIONS, librarian II, Mobile Public Library. **Assistant branch librarian:** duties include selection of children's materials, services and programs for children, and general branch operation (3 positions available now). **Assistant to head of adult services/young adult coordinator:** duties include young adult coordination in book and material selection for all departments, assists in operation of main library services (position available in June). **Assistant to head of extension department** (temporary, 1 year): assists in operation of 5 branches and bookmobile division (available June 1). **For all positions:** MLS; 1 yr's. paid library experience minimum. Salary $10,536, usual fringe benefits. **Apply between March 13-May 12.** Official application blank from **Intergovernmental Job Information Center, Room 105, First National Bank Building, 107 St. Francis St., Mobile, AL 36602, (205) 690–2118.** Resume and transcripts required. Also send copy of above: **Personnel Officer, Mobile Public Library, 701 Government St., Mobile, AL 36602, (205) 433-0483.** An equal-opportunity employer.

Three Musketeers-loyal, brave and daring! 1 now, 2 mid-summer. Branch librarian (now), adult services and administrative aide, or assistant director. Blades sharpened for the future, the unknown, a must! Prefer vital vitae rather than vitae vital. Starting king's ransom of $10,000 minimum for each member of the trio. Send letter of destiny, with feather, to: Director, **Upper Arlington Public Library, 2800 Tremont Rd., Columbus, OH 43221.**

SCHOOL LIBRARY

Media specialist. Administer pupil and professional libraries in residential school for multihandicapped, visually impaired children and youth. Develop and administer media center for curriculum material. MLS, related experience, and familiarity with needs of handicapped required. Minimum salary (12-month position) $14,087. Interested applicants should submit resume: Ruth W. Gilchrist, Administrative Principal, **Oak Hill School, 120 Holcomb St., Hartford, CT 06112.** An equal-opportunity employer.

SPECIAL LIBRARY

Head librarian, Montana Historical Society Library. Duties include administration of programs and activities of a small, historical library; supervision of personnel; acquisition and maintenance of special and rare book collection; reference and other public services. An ALA-accredited MLS, with undergraduate degree in American history, with an emphasis on the American West preferred, and 3 yrs.' supervisory and administrative library experience required. Salary $16,138, 3 weeks annual leave, and additional benefits. Submit letter of application, resume, and references: Ken Korte, Director, **Montana Historical Society, 225 North Roberts, Helena, MT 59601.**

STATE AGENCY

PR coordinator, librarian II. For state agency in warm, sunny south. Supervise all PR activities, write and edit agency publications, develop media campaigns, report straight to director. General consulting work with public libraries, other duties as assigned. Accredited MLS and minimum 2 yrs.' PR experience - portfolio necessary. Unique opportunity to make your professional reputation. Salary $12,671–$15,418, usual benefits. **Apply before June 1:** Anthony W. Miele, Director, **Alabama Public Library Service, Montgomery, AL 36130.** An equal-opportunity, affirmative-action employer.

STATE LIBRARY

Administrative consultant. Assists in every phase of the library development program, including coordinating activities of area and institutional consultants, and planning and developing LSCA programs. Position requires ALA-accredited MLS + minimum 5 yrs.' progressive library experience, 2 of which must be administrative. Must have driver's license. Salary $14,328–$18,700. Contact: Personnel Manager, **Virginia State Library, Richmond, VA 23219.** An equal-opportunity, affirmative-action employer.

Head technical services department, South Carolina State Library. Responsible for planning, organizing, and reviewing the work of the department, which includes coordination of the selection of materials; ordering, cataloging, processing, and production of a microfilm catalog; and overseeing OCLC/SOLINET procedures. Manages staff of 8 and budget of $125,000. Requirements: ALA-accredited MLS and 8 yrs.' post degree professional experience involving cataloging and order work, including 4 yrs.' in the administration of a technical services department. Salary range $14,036–$19,671 (with possible increase in July). Available July 1. **Closing date June 15.** Apply: Estellene P. Walker, **South Carolina State Library, Box 11469, Columbia, SC 29211.**

Library consultant to work with librarians, public officials, and trustees to coordinate and develop library service in southwestern area of the state. Must live and travel in southwestern area of the state. Position requires ALA-accredited MLS + minimum 5 yrs.' progressive library experience, 2 of which must be administrative. Must have driver's license. Salary $14,328–$18,700. Contact: Personnel Manager, **Virginia State Library, Richmond, VA 23219.** An equal-opportunity, affirmative-action employer.

OTHER

Humanities project director. Oklahoma's multi-cultural heritage is the focus of a statewide humanities project that has been proposed to the National Endowment for the Humanities by the Oklahoma Department of Libraries, Oklahoma Library Association, and University of Oklahoma School of Library Science. A 6-month planning grant from NEH has supported the development of the proposal. Funding is anticipated in October 1978. The project director will be responsible for the overall administration of the Oklahoma Image Project under the direction of the Executive Committee and for the organization and direction of the activities of librarians, museum and historical society personnel, staff of related organizations, consultants and scholars in their collaborative efforts to develop public programs and project materials reflecting Oklahoma's multi-cultural heritage. Salary minimum $22,500, negotiable depending on qualifications and experience. Advanced degree in the humanities or related area, PhD preferred. **Deadline for applications May 31.** For complete job description and further information, contact: Alfreda Hanna, Search Committee Chair, **Oklahoma Image Project, 4115 North College, Bethany, OK 73008.** An equal-opportunity, affirmative-action employer.

LIBRARY SYSTEMS SPECIALIST

Company now selling special equipment to libraries is entering the computer-based circulation systems field. Needs services of person with library background who has substantial computer software experience to assist in all aspects of the program. Should have ALA-accredited degree in library science or other appropriate area. Excellent opportunity with fast growing publicly held international corporation. Salary $20,000–$40,000, depending on qualifications. Our employees are aware of this ad. Send resume and salary requirements to:

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Chicago, IL 60611

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Classified ads not related to library employment appear on the last page of this issue.

Sex and Salary:

Equal Pay for Comparable Work

Because librarianship is viewed as a women's occupation, male and female librarians suffer depressed wages. But in the West, librarians are actively pursuing more equitable salaries. Out of these campaigns come ideas on how librarians across the nation can get involved.

by Sue Galloway and Alyce Archuleta

In her book, *Sex in the Marketplace,* Juanita Kreps observed:

> . . . that many of the occupational groups in which women are concentrated pay low wages while requiring higher-than-average educational achievement. . . . These higher levels of education do not pay off for either the men or women in these "female" occupations.[1]

Librarianship is a prime example of a sex-segregated occupation which underpays women *and* men who work in the field.

Equal pay for comparable work, a basic and unresolved issue for library workers, was the focus of a preconference on "Sex and Salary: Achieving Parity Among Professions" held in December 1977, prior to the California Library Association conference in San Francisco.

The program documented that men and women library workers from head administrators, librarians, and library assistants to student aides and clerks suffer depressed wages when their jobs are compared to traditionally male job classifications requiring comparable education, experience, and responsibility. The primary reason for this pattern is that, traditionally, librarianship has been a female occupation.

Telling Figures

A 1978 study of sex and salary discrimination in the City and County of San Francisco by the San Francisco Bay Area Chapter of Women Library Workers dramatically illustrates the concept of "sex segregation."[2] Forty-eight percent of the city's 20,000 workers are women. However, of the 1,209 occupational classes studied, men worked in 1,075 classes or 88%, whereas women worked in only 448 or 31%. In fact, 762 classes or 63% had no women in them at all.

The men's average salary was 46% more than the women's average. And the average salary of men working in predominantly (75% or more) male classes was 74% more than that of women working in predominantly (75% or more) female classes.

Moreover, men's occupations were paid more than women's with comparable education and experience: an average of 21% more than in the librarian series, but an average of 28% more than entering librarians, and an average of 64% more than clerk typists who work in libraries as well as other city departments.

The study recommends an affirmative action plan be implemented to end sex segregation, the Civil Service Commission initiate a citywide classification study, and the city's charter be amended to provide that salaries be based on comparable worth, with the amount to be determined by collective bargaining. At present, the charter requires salaries to be set according to prevailing wage.

Setting Salaries

The prevailing-wage method of setting salaries begins with a survey of salaries in an area; workers are then paid an averaged salary for each job class. The use of prevailing wage discriminates against women by incorporating existing discriminatory pay patterns when setting new salaries. Librarians, who are low on the pay scale in the area surveyed, will continue to be paid low salaries.

In 1975, the California Commission on the Status of Women defined what it called the "sexually depressed wage theory."

> Equal pay concerns not only discrimination where women and men in similar jobs receive different pay, but also the more subtle kind of discrimination where a wage rate is discriminatorily depressed because only women or minori-

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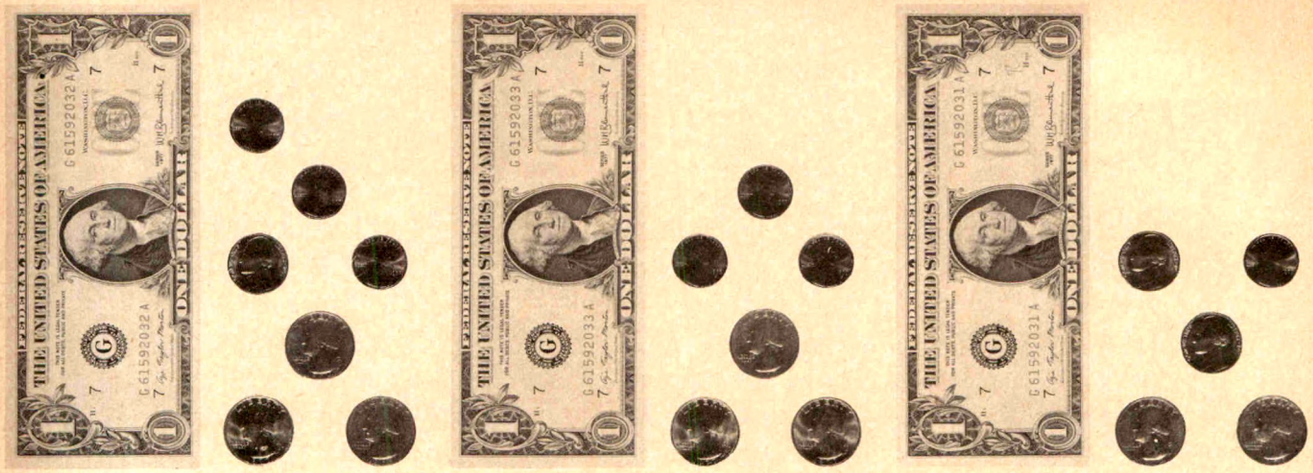
Sue Galloway is reference librarian at Cluster Undergraduate Library, University of California, San Diego.

Alyce Archuleta is senior librarian in charge of the Benjamin Branch Library of the San Diego Public Library.

This article was prepared with contributions from Elizabeth Chiment, Ronnie Coates, Jean Hughes, Helen Josephine, Carol Leita, Anna Martinez, Regina Minudri, Teresa Osburn, Mandy Paulson, Diana Scheffler, Anita Schiller, Priscilla Story, and Karen Wilson.

Salary Ratios for San Francisco Employees With Comparable Education and Experience



ties traditionally have been employed in a job classification. The fact that women predominate in a job classification tends to depress the wage scale for that category. The use of the prevailing wage system approach to the setting of salaries perpetuates the effects of the sexually depressed wage.[3]

An alternative method of setting wages recommended by the commission has many names: job evaluation analysis, job analysis, comparable worth analysis, and task factor analysis. An analyst compares the relative difficulty of jobs, measuring and assigning points for knowledge and skills, effort (including mental demands), accountability or responsibility, and working conditions. Salaries are set according to the number of points a job receives. It is a subjective method, and the analysis can be skewed to maintain a sexist salary structure. However, if performed fairly, it can be a useful though expensive tool in exposing discrepancies in pay in sex-segregated occupations.

Campus Bias Fought

In 1971, *A Report on the Status of Women Employed in the Library of the University of California/Berkeley with the Recommendations for Affirmative Action*[4] demonstrated that because library professional, technical, and clerical personnel—both women and men—worked in "women's occupations," they were underpaid when compared to those employed in "men's occupations" which required similar education and experience. Librarians, for example, were the lowest paid of the 25 academic series at the University of California (UC). Their salaries were 25–27% less than comparable academic, nonteaching series filled primarily by men. Thus, the committee's first recommendation for affirmative action was that "salaries of all women and men library employees should be immediately upgraded to parity with university male-typed jobs with comparable requirements of education and experience."

From 1972 to 1975, several universitywide library committees and the American Federation of Teachers (AFT) attempted to implement this recommendation for the librarian series on all UC campuses. In July 1972, librarians received a 2.5% inequity increase from the university. That same year the university administration created a Special Committee to Study Librarian Salaries to make a recommendation ". . . on the magnitude of a general increase in librarians' salaries for the year 1973–74." The committee reported that:

> ". . . in order to implement a salary scale that eliminated demonstrated inequities, it would be necessary to increase present funding, exclusive of any general academic range adjustment for 1974/75, by $2,045,276 or 27.4%."

The committee proposed a minimum 9% inequity increase for that year but recommended that the inequity gap be closed with the 1974–75 salary scales.

In the spring 1973, the university and the AFT sponsored bills in the California legislature to obtain outside funding for the inequity salary adjustments for librarians. The university bill asked for 9.3%, the AFT bill, 23.3%. On Sept. 14, 1973, both houses passed the bill for the larger sum. However, Gov. Reagan vetoed it on the grounds the inequity funds should be obtained through the university budget, not through the legislature. Nevertheless, the legislature's action in effect recognized the principle of the sex-segregated nature of librarians' low salaries and the need to correct it with additional funding.

In July 1974, UC librarians received a 5.45% inequity increase in the UC budget approved by Gov. Reagan. However, at that point the university's efforts had turned to "restructuring" the librarian series, that is, raising the salary for the entry-level position 18% and extending the top of the series by one step. The Special Committee to Study Librarian Salaries had stressed in 1973 that such an action would not remedy the existing inequities in the middle of the range where most of the librarians were. Nonetheless, the plan for restructuring the librarian series was implemented in July 1975.

Because the 16% inequity was not corrected, those librarians hired after 1975 actually came into the UC system at

a higher level than librarians employed prior to the restructure. For example, a Librarian I hired on July 1, 1975, began at the same salary as a librarian who had been working at UC for two-and-a-half years. Norah Jones, president of the statewide Librarians Association of UC, in a letter to the vice-president of academic affairs, noted that the UC campuses accepted the restructure ". . . with the understanding that the university must recognize its continuing obligation to provide the additional inequity funding which is already long overdue." However, when the salary restructure was adopted in 1975, the UC administration's Special Committee to Study Librarian Salaries was dissolved.

Public Sector Inequity Found

The legal route is expensive and time-consuming, but it is in some cases the only course of action open. In October 1977, San Diego Public Library librarians, represented by the Municipal Employees Association (MEA), filed a suit in Federal Court against the City of San Diego, challenging the inequities between salaries of librarians and those of comparable professions in the city.

In 1974, librarians serving on the MEA salary negotiating team for the professional unit had realized that librarians' salaries were lower than salaries for other professional employees, even though the education and experience requirements for librarians were the same or greater. They gathered data to support a request for a substantial increase in salaries for librarians. The data revealed a distinct pattern of sex segregation. Eighty-three percent of all librarians were women. Although only 31% of the professional unit were women, librarians accounted for 58% of those professional women. Moreover, 80% of the librarians were in the lowest third of the pay scale for all professionals; 20% were in the middle third; and no librarians were in the highest pay range, where 92% were men.

When the negotiating process failed, the librarians sought affirmative action by asking the city's personnel department to conduct a study documenting that other city professionals indeed had more onerous duties, exerted more authority, or had greater fiscal and social responsibilities than librarians. However, the city was unwilling to take any action.

In 1976, the librarians pressed the MEA negotiator to ask for salary parity for librarians. Nothing came of the request. The librarians then consulted a lawyer and the local equal rights advisor who informed them that, traditionally, sex discrimination cases have been tried on an individual basis, class action suits have been difficult to prosecute, and there was no legal precedent for one professional group to compare itself with others, particularly on a sex discrimination basis.

Nevertheless, the librarians pursued the issue. With the help of a statistician, they examined the factors responsible for the low salaries of librarians. The result was a written proposal, *Study of Library Classifications vs. Other Professional Unit Classifications in the City of San Diego.*[5] Recognizing that many variables such as age, sex, education, and experience contribute to salary disparities, the librarians maintained that sex bias had been the controlling factor in perpetuating these wage inequities. In October 1976, MEA submitted this document on behalf of the librarians as a formal complaint to the city's equal employment investigative officer. The librarians met with him, but despite a promise to arrange a meeting with the director of personnel, nothing more was done.

By refusing to hear the librarians' case and by neglecting to study and solve the problem of salary disparity internally, the City of San Diego forced the librarians to take legal action. In December 1976, MEA filed a formal complaint with the Equal Employment Opportunity Commission (EEOC) against the city on behalf of the librarians. Because of its heavy backlog of cases, EEOC gave MEA a "right to sue" letter, allowing MEA to file a suit in Federal Court. Though the city asked that the case be dismissed, the judge denied the request on Jan. 16, 1978. The case has not yet been heard in court.

Top to Bottom Overhaul Needed

Salary inequities exist at all levels within libraries and must be corrected at all levels.

In 1974–75, Sue Metzger, then a Library Assistant IV at the University of California, San Diego (UCSD), compiled data which showed that the student library workers were among the lowest paid student workers on campus. Of all student jobs, only 30–40% were paid $2.70 an hour; the majority were paid wages above that. Of all student library jobs, 80–90% were paid $2.70 an hour. Yet the skills and responsibilities required of most student library workers at UCSD were greater than those for other student employees who were paid $2.97 an hour for passing out clean sheets

California Library Association Resolution

Passed December 14, 1977

WHEREAS, Pay for library workers throughout the state of California is not commensurate with pay for comparable professionals; and

WHEREAS, The experience, knowledge, and responsibilities of professional librarians is not reflected in their relatively low pay; and

WHEREAS, The value of librarians to their communities is not reflected in their relatively low pay; and

WHEREAS, The only compelling explanation for this pattern is sex discrimination which reflects the biases against women and women-segregated occupations; therefore, be it

RESOLVED, That in recognition of these facts, the California Library Association strongly urges that all jurisdictions within California end all forms of discrimination against library workers; and be it further

RESOLVED, That the California Library Association fully supports the practice of paying comparable wages for comparable work; and be it further

RESOLVED, That the California Library Association fully supports all legal and legislative efforts to achieve wages accurately reflecting the true value and worth of library workers; and be it further

RESOLVED, That the California Library Association particularly supports the efforts of librarians at the San Diego Public Library who have documented and are challenging discriminatory salaries and whose success will benefit library workers throughout California and the nation.

to dorm students, $3.05 an hour for washing bottles in science laboratories, or $3.61 an hour for changing light bulbs.

During 1977–78 in Alameda County, Calif., Regina Minudri, then assistant county librarian, found that librarians who were managers earned considerably less than managers in other county departments of comparable size and budget responsibilities.

"Workers in sex-segregated institutions such as libraries are entitled to equal pay for comparable work. Attainment of that goal should be a high priority in the profession."

She compared six key entering management classifications: Supervising Librarian I (biweekly range $576–700), Division Chief Courts ($608–738), Accountant III ($664–808), Supervising Appraiser ($769–936), Data Processing Supervisor ($782–951), and Supervising Civil Engineer ($882–1,072). She also studied the minimum requirements for each classification and determined that the only ones requiring degrees beyond the bachelor's degree were Supervising Librarian I and Accountant III.

Minudri then proposed that the library's management salaries be based on the degree of responsibility, experience, and skill exercised in comparison with other county managers, rather than on the prevailing wage concept. The proposal is currently under study by the Alameda county administrator and a committee of department heads.

Legal Aspects

Library workers throughout the country, as well as workers in other sex-segregated occupations, may be affected by the outcome of a suit filed in 1976 by a group of nine nurses employed by the City and County of Denver. After conducting a careful comparative wage analysis, the nurses concluded that the city's use of prevailing wages discriminates against nurses on the basis of sex. With $15,000 for legal fees from the American Nurses' Association, these women have presented the courts with a potentially precedent-setting case, citing the due process and equal protection clauses of the 14th Amendment and the rights secured by Title VII of the Civil Rights Act of 1964 as amended in 1972.[6]

The Equal Pay Act of 1963 and Title VII of the Civil Rights Act are the two federal laws which were written to eliminate discrimination in employment. However, because the courts have adopted a very literal interpretation of the law, the Equal Pay Act has been useless in the area of comparable wages. Title VII of the Civil Rights Act with its prohibition against employment discrimination may ultimately have its widest impact in the area of sex discrimination.[7]

For instance, an employer ". . . may not lawfully maintain present employment policies or practices, which, though neutral on their face, perpetuate past discrimination." To date, case law has interpreted Title VII narrowly, but the Denver nurses' case may become the first to be decided strictly on the issue of comparable worth. To clarify the intent of these laws, women attending last year's National Women's Conference in Houston resolved that federal legislation be enacted specifically to provide ". . . equal pay for work of equal value."

In California, the Fair Employment Practices Commission (FEPC) is now holding hearings on proposed regulations to include this issue under the heading "Unlawful Discriminatory Practices in Pay." According to the FEPC, it is already possible for a complaint to be filed on this issue.

The economic costs of sexist pay practices are extremely high to those affected—millions of dollars in lost wages each year. Backpay is the primary means used by the courts to compensate victims of employment discrimination for any financial harm suffered.

The cost of correcting inequities in sex-segregated occupations will be high. If their case is upheld in court, the Denver nurses could win as much as $2 million in backpay plus $720,000 per year in pay raises. Large backpay settlements to women have already been paid on the basis of equal pay for equal work. But workers in sex-segregated institutions such as libraries are also entitled to equal pay for comparable work. Attainment of that goal should be a high priority in the library profession.

Action for Change

As library workers, what can you do to achieve equal pay for comparable work?

1. Inform other library workers about the concept of equal pay for comparable work. Hold formal or informal discussions at your library or in your professional organizations.

2. Ask that an Affirmative Action Committee be appointed in your library, as was done at UC/Berkeley in 1971, to compare the salaries, responsibilities, and job requirements for the various positions in your library with those of comparable positions in your employer's other departments. Ask that a committee be authorized to take action on the inequities.

3. Inform your union or salary negotiators of the findings and insist on their support in documenting your cases and in asking your employer to correct inequities as the San Diego public librarians have done. Another alternative is to use your employer's grievance procedure. Keep other library workers informed of action taken in order to gain their support. Write articles about your case.

4. If efforts with your employer fail, contact appointed or elected officials, Commissions on the Status of Women, and local women's groups for support. Organize an informational picket or one-day strike to highlight your activities. Contact the media about your efforts.

5. Obtain an attorney informed about these issues and file a complaint with the state or federal agencies charged with investigating sex bias complaints. Lobby to have the laws in your state specifically include the principle of equal pay for comparable work.

6. Since court cases are expensive and one definitive decision would help everyone, consider supporting a test case instead of filing your own. Letters of support and contributions to legal defense funds are meaningful forms of assistance to cases such as the San Diego librarians and the Denver nurses.

7. Organize a workshop at your state library association's annual convention similar to the "Sex and Salary" preconference held in California. Introduce resolutions in support of equal pay for comparable work for all library workers and on behalf of those who have acted to implement this prin-

ciple. Insist that your library association commit time, staff, and money to clarify the laws affecting this principle at the state and national levels.

8. Urge that ALA support these issues. Write letters to ALA's Committee on the Status of Women in Librarianship (c/o Margaret Myers, 50 E. Huron St., Chicago 60611) indicating your interest in a conference on salary parity for librarians and your support of a resolution similar to that passed in California. Request that ALA sponsor regional seminars to train library workers to perform comparative salary analyses and pursue legal and political action to correct inequities.

9. Send information on your activities and findings to the Professional Welfare Committee of the National Librarians' Association, Julio Martinez, Malcolm Love Library, San Diego State University, San Diego, CA 92182. NLA is committed to this issue and may publish your findings in their newsletter.

10. Women Library Workers are preparing a guide to help others do salary surveys. They have agreed to act as a clearinghouse of activities and documents for those who are trying to achieve salary parity for library workers. Send your salary studies, articles, and reports to Women Library Workers, POB 9052, Berkeley, CA 94709, to be shared with others. □

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Notes

1. *Sex in the Marketplace.* Baltimore: Johns Hopkins Press, 1971, p. 117.

2. *Comparable Pay Study of the City and County of San Francisco, A Joint Project of the Women Library Workers and the Commission on the Status of Women.* February 1978. 9p. For more information, contact Carol Leita, c/o Women Library Workers, POB 9052, Berkeley, CA. 94709.

3. *A Model Women's Component for an Affirmative Action Program: State and Local Government.* March 1975, p. 17. (Cal W865 W64)

4. California. University. Library Affirmative Action for Women Committee. *A Report on the Status of Women Employed in the Library of the University of California/Berkeley with the Recommendations for Affirmative Action.* Berkeley: California University, 1971 (ERIC ED 066 163).

5. Available from: Ronnie Coates, Carlsbad City Library, 1250 Elm Ave., Carlsbad, CA 92008, $1.50. Packet includes San Diego Public librarians study, Regina Minudri's memo on management salaries, bibliography, etc.

6. For more information, contact Lois M. Cady, Associate Director of Nursing Services, Department of Health and Hospitals, West Eighth Ave. and Cherokee St., Denver, CO 80204.

7. For an outstanding review of legislative intent and court interpretation of these laws, see Cynthia E. Gitt and Marjorie Gelb, "Beyond the Equal Pay Act: Expanding Wage Differential Protections Under Title VII," *Loyola University of Chicago Law Journal,* 8 (Summer 1977), pp. 727–766. "During World War II the National War Labor Board . . . analyzed the job content of various 'women's jobs' and determined that those jobs were being paid far below what the job content of the job performed would indicate . . . that sex alone explained the low wages." p. 732.

EDUCATORS: A notice in *LEADS* sells . . .

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The School of Library Studies at Mid-Atlantic University is offering a series of three seminars designed for the upward-bound librarian in middle management. Sessions will be held the first full week of each month, February–April, at the university's scenic Fox Lake Conference Center. $350 fee per seminar includes meals, lodging, and classes; shuttles to the university run twice daily.

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MONEY

General Revenue Sharing: The Last Hope of Public Libraries for a Federal Pot of Gold

by Art Goetz

Whatever happened to that gleaming pot of federal gold, that supposed boon to counties and communities across this land, commonly known as General Revenue Sharing?

General Revenue Sharing (GRS) was developed under the pretension of bringing government closer to the people by enabling them to exercise greater influence on the distribution of federal tax revenues. I don't know how others feel, but as a citizen and public librarian who was supposed to benefit from the GRS distribution, I consider the program a failure. In my opinion, libraries have not received fair and impartial consideration under GRS. Very few public services have, as will be seen.

The sharing of federal revenues with states and local governments has had a long and significant history.[1] GRS, as it is now well known, was enacted by Congress in October 1972. It is officially known as P.L. 92-512, the State and Local Fiscal Assistance Act of 1972, and was set to run through December 31, 1976. By congressional and executive action, the law was recently extended until September 30, 1980. This recent action, which somewhat amended the original act, was signed into law as H.R. 13367 by President Ford on October 13, 1976.

All 50 states, the District of Columbia, and 39,121 local governments are eligible to receive financial assistance under the GRS program.[2] Included as local governments are 3,047 counties, 18,783 cities, 16,934 townships, and 357 Indian tribes and Alaskan native villages.[3] The money provided each recipient is determined by a congressionally established formula, which "tends to provide greater assistance to state and local governments whose residents' personal incomes are lower. It also tends to benefit those governments which tax their citizens more substantially in order to solve community problems and deliver services."[4]

The congressional plan provides that two-thirds of allocated GRS monies go to the local governments, and only one-third to state government. Total distribution over the past five full years of the act has pumped $30.2 billion into states and localities for a variety of expenditures. Originally, the act carried a list of priorities:

1. Ordinary and necessary maintenance and operating expenses (recurring cost items) for:
   a. Public safety (including law enforcement, fire protection, and building code enforcement),
   b. Environmental protection (including sewage disposal, sanitation, and pollution abatement),
   c. Public transportation (including transit systems and streets and roads),
   d. Health,
   e. Recreation,
   f. **Libraries,**
   g. Social services for the poor or aged, and
   h. Financial administration.
2. Ordinary and necessary capital expenditures authorized by law.[5]

One Percent

The new amendment, which extends the act 3¾ years, will add another $25.5 billion to state and local government revenues. Add that to the previous disbursement of $30.2 billion and you have a total disbursement of $55.7 billion during the period January 1, 1972, to September 30, 1980, a period of almost nine years. The chart on page 288 shows how GRS funds were used for one of those years, FY 1975. A fairly typical year, echoing and foreshadowing other years of the act, it saw libraries receiving only one percent of the revenue sharing dollar. Other public services fared just as poorly.[6]

Considering the total disbursement of $55.7 billion, libraries will have received about $557 million by September 30, 1980. Sounds like a lot until you consider that 50 states and some 38,000 governmental units are involved. Each state therefore receives about $11,140,000 for the 8¾ years, or about $1.3 million per year per state. A third of the payments go to state uses and two-thirds to local governments, breaking the amount of funds down even further.

Still it's a considerable fund, right? But, where did it all go? I don't remember receiving any of it. But maybe you're one of the lucky few who did receive a portion of the local distribution.

Most of us have not felt any increase in local library funding because, as ALA's Eileen Cooke put it, "They pull out the local dollars and plug in the federal dollars"[7] in support for public libraries. In effect, most libraries simply get revenue sharing money *instead of* local tax dollars. During a fall 1976 SELA banquet in Knoxville, Tenn., Al Trezza of the National Commission on Libraries and Information Science commented that "between 40 and 60 percent [of GRS money] is used instead of local funds."[8] I personally feel Trezza underestimated the percentages in this case, but let's accept them as stated: only about half of that one percent of the $1.3 million distribution per year per state goes to improving public library facilities and services. Said another way, it means that only .4 to .6 percent of that vast pool of revenue sharing resources is in any way helpful to libraries.

It is high time to examine our obviously weak public image and posture of compromise. The old adage of the squeaking wheel getting the grease must be applied now at all levels. It is time to stop sitting at our desks, wringing our hands, and saying "ain't it awful," or attending professional meetings and telling each other how bad it is back home. It is time for some aggressiveness *at* home, in the thousands of courthouses and town meeting rooms across the land, where the local distribution of GRS and other tax dollars are acted into law as county or city budgets. With the help of Friends groups, of boards of trustees, and other interested community leaders, we've got to fight for every dollar we get. And the best place to begin that battle is with GRS, since it may well be the only resource left to us.

Our Last Hope

The importance of looking to revenue sharing money can't be overstressed. General revenue sharing, with its depth of background, is a well established method of national tax distribution that will not only continue for years to come, but may well become the *only* source of federal dollars filtering down to local public libraries in the near future. A few short years ago we lost the "construction" dollars of the Library Services and Construction Act when Title II was no longer funded, and we almost

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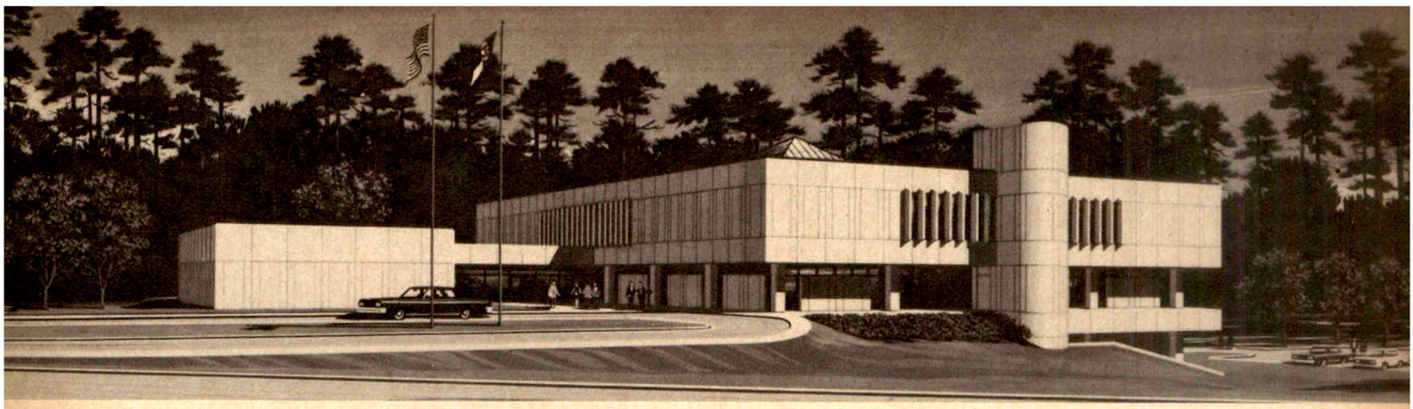
Arthur H. Goetz is director of the Public Library of Johnston County and Smithfield, N.C., and has written for previous "Money" reports in *AL.*



One of the winners among North Carolina regional systems was Gaston County P.L., which received $2 million for this new building.

lost the whole package through executive action. In recent months we have seen more and more opposition to the remaining "services" portion of the act. Although in 1977 Congress extended the LSCA for five years, President Carter's first budget in January "zeroed out" Title II and showed no zest for appropriating the little Congress authorized for other titles.

One of our legislators in Washington, Sen. Robert Morgan (D–N.C.), put it this way in a recent interview. ". . . I really think it [GRS] is a well established program, and is going to be continued through the years. As a matter of fact, I look to see a law enacted to encompass many of the programs that are now designated, because the Congress is simply finding the vehicle no longer [effective] to consider every facet of [local] life and make the decision in Washington. And I think that what we're doing is going back more and more to revenue sharing in eliminating it [laws like LSCA] categorically." Later in the interview he stated that he would be in favor of incorporating such laws as LSCA into a revenue sharing package "because your local people here in the [county or] town know better what the needs of libraries are than do the people in Washington."[9]

I don't believe Sen. Morgan is making idle comment. If he feels this way, he's no doubt been influenced by other legislative comment along these lines, and it may well turn out that a majority of Congress feels the same. Consider, too, that President Carter won his election by speaking out against bigger and bigger federal bureaucracy and for more local government involvement.

I think, therefore, that the death of LSCA and laws like it is assured, and that revenue sharing will become the generally accepted method of distributing federal tax dollars to the communities and ultimately to libraries—that is, if we strive now to prove our worthiness in the light of other pressing local needs.

No Pie for Libraries

The pie chart for 1975 shows that 59% of available GRS expenditures went into three categories: 1) public safety at 24%, 2) education at 22% (note that this category was not listed as a specific priority in the original bill), and 3) public transportation at 13%. The state and local governments tended toward similar distribution patterns.[10]

These categories and others receiving larger consideration than libraries unquestionably deserve the funding attention they were given. Considering what is left over, public libraries are in for some grim years ahead, particularly if GRS becomes the accepted method of distributing federal tax dollars. NCLIS underscored this trend in 1975: ". . . recent developments give disturbing evidence that public libraries are seriously threatened by deficit budgets resulting from cuts in municipal budgets or failure to get federal revenue sharing funds."[11]

Some Food for Thought

Part of the problem is disbelief that such a drastic change in public library support is possible. "They'll never do away with such programs as are available through LSCA funding," appears to be the common view of librarians. Take, for example, the attitude of ALA back in 1973 when President Nixon proposed a zero budget for major library programs in the national budget for 1974. ALA's response was that GRS was uncertain, and its history made it clear that revenue sharing was not intended to replace categorical aid programs like LSCA.[12] But what has been accomplished *of a lasting nature* with Title I, LSCA money? Most of the funds seem to go for outreach programs that are seldom continued after the federal money dries up, and our national legislators know it. Therefore why not distribute federal dollars in a way that, in their thinking, will ensure tighter controls—and more enduring programs—at the local level?

Another problem is a general apathy or euphoria on the part of trustees and some librarians: "There are too many other pressing needs for us to ask for funding increases." Defeated before they start, they can only fail to obtain needed revenues. Or, in attempts to help hold the line on local taxes, they are willing to sacrifice library services as though to some unforeseen pagan god who demands a first share of the pie. Often trustees are older, upper-class property owners who would be adversely affected by a rise in the tax rate, and they are willing to compromise library service in a mute effort to "keep the taxes down."

We certify public librarians to ensure their dedication to the "cause"; perhaps we should set up a system to guarantee the dedication of trustees as well.

A Case Study

In fall 1976, I distributed 306 questionnaires to public libraries in North Carolina. From a 31-percent return representing all 15 regional systems, 42 of the 52 county systems, and a number of independent libraries, I calculated that 58 percent of GRS funds received ended up as a substitute for local funds. The findings confirmed other estimates that less than .5 percent of total GRS funding is "new" money for the nation's public libraries, a pitifully small share indeed.

The questionnaire indicated that major use of GRS funds was not only for new buildings and building sites, as one might tend to believe, since these uses are capital outlay. Other common expenditures were for materials, including book and AV; equipment, including bookmobiles; furnishings; and such general uses as salaries and benefits. Obviously, not every library feared using such "uncertain" funds for anything other than capital expenditures.

If We Had Our Druthers

Another question asked the respondent to choose from a list of 11 possible priorities for use of GRS funds, were they to be received "in addition" to other funding and without restriction as to use. The following is the tabulated order of preference, which certainly reflects the top areas of concern plaguing public library directors today.

1. Materials (book, periodical, AV).
2. Equipment (including bookmobiles).
3. New library building (including branches).
4. Salary and benefits (new personnel).
5. Salary and benefits (current personnel).
6. Addition to library buildings.
7. Outreach programs.
8. General use.
9. Furnishings.
10. In-house programs.
11. Public relations.

The real surprise here is how strongly placed salaries and benefits are. However, I was personally pleased to see that librarians, as much as they are underpaid, thought first and foremost of materials. I think it reflects dedication.

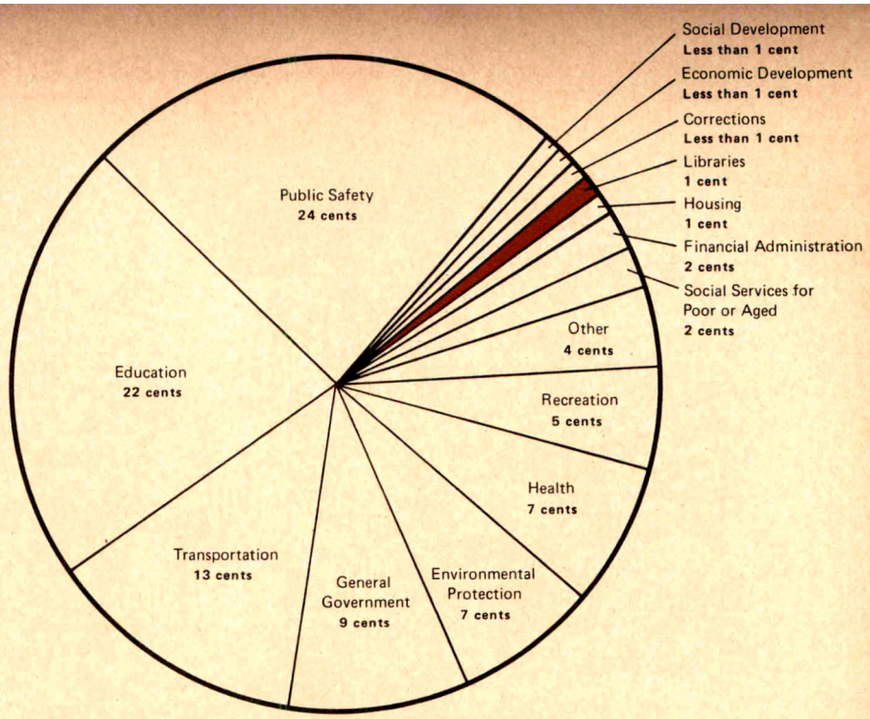
Did the librarians feel their libraries received fair consideration under the present GRS regulations? Some 28 percent said yes (mostly those who received some consideration in past years) and 72 percent, no. Among the comments were, ". . . tired of being low man on the totem pole," and "it's mighty hard to compete with water, sewer, and educational needs."

The final question allowed for recommendations and resulted in some interesting responses. Other than such common remarks as, "Only when the GRS guidelines require that a certain percentage of the distribution must go to public libraries, will we benefit from the program," there were these:

"The success or failure of libraries to receive revenue sharing funds from a local governing body is directly related to their ability to get other funds from the local sources."[13]

"We librarians need to make a hard decision as to where the federal government fits into the library funding picture and where the local governments must assume responsibility. . . If librarians are going to be honest with funding authorities, and in the long run this will prove more beneficial, we must bite the bullet on some federal programs and demand that the money be channeled to other areas. Then we must insist that our local governments do what they are supposed to do: provide basic governmental services."[14]

I can close by quoting yet another responding librarian, who said, "It's up to librarians to push their case, not change the law."[15] I suggest we begin pushing before we get shoved even further down that old totem pole! □



How the GRS dollar was spent in fiscal year 1975.[6]

Footnotes

1. One early and notable example is the Morril Act of 1862, which established support for a state system of agricultural and mechanical colleges throughout the country. Also, a form of unconditional fiscal assistance from the national government was experimented with briefly during the presidency of Andrew Jackson in 1836–37. Even further back, in 1805, President Jefferson urged that federal revenue be used among the states for canals, rivers, roads, arts, manufacture, education, and other great objects. Such forms of assistance were not unusual in other countries of the world around these times.

Examples of federal assistance to other levels of government can be found in the 20th century, too. The Federal Aid Road Act of 1916, which got the motoring public "out of the mud," applied the matching grant approach; other acts in the 1950s, 60s and 70s were of the straight grant-in-aid variety. (Sources: *Reported Uses of General Revenue Sharing Funds 1974–1975,* Dept. of the Treasury, Wash., D.C., 1976, p. 1; *What General Revenue Sharing is All About,* Dept. of the Treasury, Wash., D.C., 1972, p. 1.)

2. *Reported Uses of General Revenue Sharing Funds 1974–1975,* Dept. of the Treasury, Wash., D.C., 1976, p. 3.

3. Ibid.

4. Ibid.

5. Public Law 92-512, 92nd Congress, 1972, Sec. 103.

6. Op. Cit., *Reported Uses of GRS Funds 1974–1975,* p. 7.

7. Comment on revenue sharing disbursements to libraries by Eileen Cooke of ALA's Washington office during a Legislative Workshop held in Greensboro, N.C., Oct. 21–22, 1976.

8. Comment on use of revenue sharing dollars by Al Trezza of NCLIS during the Southeastern Library Association Banquet in Knoxville, Tenn., Nov. 5, 1976.

9. Interview between Sen. Robert Morgan and Margaret Randall, Harnett County Library director, in Lillington, N.C. on Dec. 2, 1976. The interview was taped with the Senator's permission. He further gave permission to use any of his taped comments in this article.

10. See Section 4 of the *Reported Uses of General Revenue Sharing Funds 1974–1975,* for complete table breakdowns by regions, states, counties, townships, cities, Indian tribes, and Alaskan villages.

11. *Toward a National Program for Library and Information Services: Goals for action,* National Commission on Libraries and Information Science, Washington, D.C., 1975, p. 14.

12. Frase, Robert W., *Library Funding and Support,* Chicago, ALA, 1973, p. 40.

13. Statement by George B. Viele, Greensboro Public Library director, Greensboro, N.C.

14. Statement by William Snyder, Sampson-Clinton Public Library director, Sampson, N.C.

15. Statement by William H. Roberts, Forsyth County Public Library director, Winston-Salem, N.C.

PUBLISHING WORLD

edited by Edith McCormick

SHORT TAKES

A pocketful of Lehmann-Haupt. Arno Press now publishes a neat pocket-size supplement to the *New York Times Book Review* for a buck. This paperbound *Books of the Times* reprints all of the reviews in the daily (Monday through Saturday) edition authored by such veteran literati as Christopher Lehmann-Haupt and Anatole Broyard. Each issue of the 5½″ x 8½″ monthly also contains "Booknotes," a regular column written by Lillian Friedman, vice-president of Brentano's. Friedman's chatty news on forthcoming books, trends, and personalities (she's not above gossip) are definitely a special bonus. Author photos make the package more attractive.

An annual subscription at $12 includes a free annual index to the titles reviewed: from Arno Press, Three Park Ave., NYC 10016.

A shrewd look at book industry figures. Some insightful observations on how the book industry works are made in *A Candid Critique of Book Publishing* by Curtis G. Benjamin, former president and chair of McGraw-Hill. By keeping tabs on Bowker's "Weekly Record," he spotted an increase of published fiction in the past 15 years (figures jumped from 2,717 in 1969 to 3,805 in 1975), a period in which originally published novels have been almost stone dead in the marketplace." Benjamin attributes the shift to "the increased support of fiction by newspaper and magazine serialization and by book clubs and other reprinters."

He cites juvenile books as another burgeoning segment. The annual recorded production of *new* titles increased by 33 percent in 1960–75, and dollar sales increased by 44 percent. He cites the rise "because it spanned the relentless rise of TV, which supposedly usurped all our children's time. . . . Naturally, the publishers of juveniles wonder, not unhappily, if Johnny isn't reading all these books, who is?"

In a chapter entitled "Will Paperbacks Take Over?" Benjamin says paperbacks are not about to dominate the book industry yet. His reasons: though adult paperbound books increased by 69 percent from 1971–76, their share of total dollar sales was less than 4 percent.

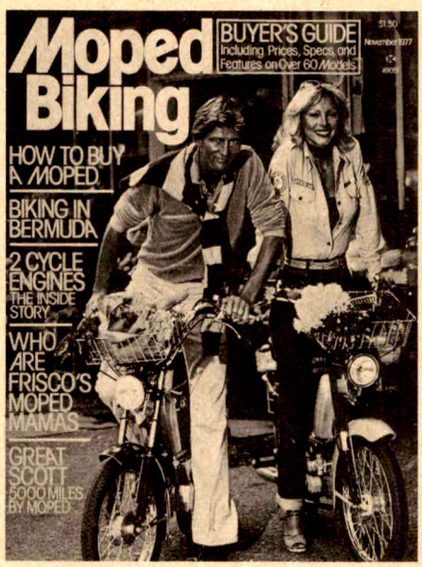
Covering such industry bugaboos as mergers, copyright, library networks as a threat, underpricing and overprinting, the book is available for $15 from Bowker (0-8352-1033-2, 77-21286).

MAGAZINES

Moped Mania

Mopeds are versatile; mopeds are economical; mopeds are everywhere! In support of these statements are the many exciting articles appearing in *Moped Biking*, a new magazine aimed at the growing number of moped, or motorized bicycle, owners in the United States and Canada.

The moped craze has hit North America, and it's not so crazy for those trying to save money and the environment. Developed in 1946 and long a popular form of transportation in Europe and Japan, the moped may soon become a necessity for many American families.



The most eye-appealing of biking magazines, *Moped Biking* is richly illustrated with four-color photos. Packed with interesting articles and informative regular columns, this publication steps away from other moped periodicals (*MoPed Magazine, Moped Cycling* and *Moped World*) in editorial presentation —it's upbeat, the others aren't.

Regular departments in the premiere issue (November 1977) value function over fun: Moped Clinic (technical questions and answers about mopeds); Moped Maintenance; Moped Meals (recipes and campout tips); Moped Musings (editor Bill Kanner's roundup of the magazine's contents for the month); New Products; and Moped Miscellany (mopedders in the news).

The articles in *Moped Biking* are designed to reflect the wide variety of interests and needs of the nation's moped enthusiasts. For example, some of the "get-acquainted" articles for the novice are "Protect Your Moped" (from rip-offs) and "Buyer's Guide" (photos and specs on over 50 models), as well as a state-by-state listing of moped legislation. Among offerings for the mechanically minded are "Helper Motors," "The Little Engine That Can," and "Give Your Bike Blinkers."

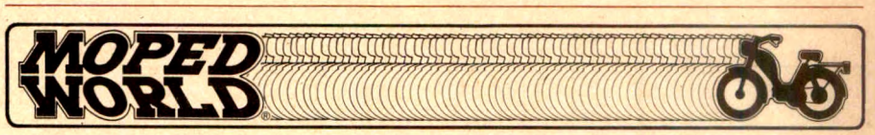
Vacationing features abound. For the hedonistic, there's "Biking in Bermuda"; for the esoteric, "Bargin' Through England" (*with* moped, natch, for inland jaunts); and for the rough-and-tumble, "Michigan to Panama, 5,000 Miles by Moped," including a 400-mile stretch of potholes and phantom Banditos. These features lend a permanent value to each issue and encourage readers to use the back file for reference purposes.

Human interest stories round out the mix: a Boston moped rally for fun and charity . . . a report on the New York Police Department's recent purchase of mopeds for their park patrols.

Moped Biking is a good addition to consider now, since approaching warm weather and summer vacations will incite moped madness.

Published six times a year by Moped Publications, Inc., 370 Lexington Ave., NYC 10017; 8½ x 11, $9 per year ($8 for charter subscriptions).

This month's Magazines column is written by David Lupton, who hounds the newsstands to find general interest magazines of possible interest to libraries. Some are available on subscription, some not. Lupton heads the Serials Department of Colorado State University Libraries in Fort Collins.



In tabloid format, *Moped World* first appeared in June 1977 featuring "local and international news for the moped enthusiast." This official publication of the Moped Owners Association reports on efforts to combat anti-bike legislation, moped-a-thons, and trade shows, among other activities. Typical regular departments range from safety analyses to a "hot sheet" describing missing (read: stolen) mopeds. Published monthly by Stead Publishing, the newspaper is available at $6 per year from 7150 Fenwick Lane, Suite 207, Westminster, CA 92683.

AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

Note: Entries pertaining to continuing education are compiled by Eileen Zilius of the ALA Office for Library Personnel Resources and the Library Education Division.

May

2. *Planning for Effective Library Instruction,* Georgia State U. Fee, $9. Pullen L., GSU, 100 Decatur St., S.E., Atlanta 30303 (404-658-2188).

12: *New Trends in Acquisitions: Automation and Cooperation,* Dominican College, San Rafael. Spons., Northern Calif. Tech. Processes Group. Fee, $3.80. D. Gray, NCTPG, Main L., U. Calif., Davis 95616.

12: *Colloquium on Information Science,* Krisheim Study Ctr., Philadelphia. Fee, $35 covers lunch, dinner, & copy of proceedings. Experts headed by B. Gilchrist, dir. of computing activities at Columbia, discuss how designers of info. systems must plan for disasters—blackouts, water shortages, et al. Limited to 50 people. C. Meadow, Drexel U./GSLS, Philadelphia, PA (215-895-2491).

18: Library Outreach Cooperative spring mtg., N. Independence Br. of Mid-Continent P.L., 300 block of E. 24 Hwy., Independence, Mo. L. Weitkemper, POB 1267, Columbia, MO 65201.

MAJOR DATES

ALA Annual Conference
Chicago — June 24–30, 1978
Dallas — June 24–30, 1979

ALA Midwinter
Chicago — Jan. 21–27, 1979
Chicago — Jan. 20–26, 1980

Executive Board
Fall Meeting — Nov. 1–2, 1978

National Library Week — Ap. 1–7, 1979

Children's Book Week — Nov. 13–19, 1978

18-19: *Implementing Information & Referral Service; a Workshop for Librarians and Social Service Agents,* Drexel U./GSLS. Fee, $130. CPE Director, DU, 32nd and Chestnut Sts., Philadelphia 19104 (215-895-2154).

19: *Cataloging of Nonprint Materials,* Simmons Col., Boston. C. Chen, SC/SLS, 300 The Fenway, Boston 02115. (617-738-2224).

19-21: *The Library/Media Technical Assistants in the 1980s,* Shoreham-Americana, Washington, D.C., Spons., Council on L. Technology. E. Eldridge, Van Ness Campus, U. District of Columbia, 4200 Connecticut Ave., N.W., Washington 20008 (202-282-7502).

21-26: Annual American Film Festival, New York Hilton. Spons., Educational Film L. Assn. Showcasing of 360 films; spec. panel disc. on censorship issues involving film & video use in schools & ls.; & forum on Copyright & Nonprint Media. Fee, $65 for 6 days or $13 per day. AFF, 43 W. 61st St., NYC 10023 (212-246-4533).

June

1-2: SUNY Lns. Assn. Annual Conf., Oneonta, N.Y. Spkr., Daniel Gore. J. Ashley or L. Arnold, James M. Milne L., State U. Col., Oneonta, NY 13820.

3-6: *Management Problems for Libraries and Information Centers,* Pratt Manhattan Center, NYC. Fees: $75 for full day Sat. only; $115 for 3 sessions (noncr.); $140 for 3 sessions (1 cr.). R. Garoogian, Pratt Inst./GSLIS, Info. Science Ctr., Brooklyn 11205 (212-636-3704).

2-4: Annual Deep South Science Fiction Conf., Riviera Hyatt House, Atlanta. Spons., R. Garrison & G. Kaderabek, Heritage Press. Guests incl. R. A. Heinlein *(Stranger in a Strange Land),* C. Simak (best known for "Cities" stories), as well as artists Gahan Wilson & Alfred E. Newman. Fee, $10. R. Garrison or G. Kaderabek, Heritage Press, POB 721, Forest Park, GA 30050 (414-366-3860).

5-7: New York Governor's Conf. on Libraries, Empire State Plaza, Albany. Spkrs: Edwin Newman, chair of Gov. Comm. on Ls.; Gwen Verdon, mem. of Planning Committee; Gov. Carey; legislative leaders; et al. Observers welcome. E. Swanker, Special Asst. to the Governor, Rm. 250, New York State Capitol, Albany 12224 (517-474-3498).

8-9: *Adult Illiteracy.* Spons., Outreach Roundtable of the Missouri LA. S. Bogie, Little Dixie Reg. Ls., 111 N. 4th St., Moberly 65270 (816-263-4426).

8-10: *Indexing in Perspective,* Kansas City General L., Kansas City, Mo. Fee, $175. Nat. Fed. of Abstracting Services, 3401 Market St., Philadelphia 19104 (215-349-8495).

10-11: *Advanced Group Leadership: Insight and Strategy,* Raddison Muehlebach Hotel, Kansas City, Mo. Fee: $50 CLENE mems.; 75 nonmems. *Register by May 15.* M. Baxter, CLENE, 620 Michigan Ave., N.E., Washington 20064 (202-635-5825).

10-15: Special Libraries Assn. Annual Conf., Radisson Muehlebach Hotel, Kansas City, Mo. Theme, "Managing for Change"; Nat. Fed. of Abstracting & Indexing Services, Amer. Soc. for Info. Science, & CLENE also plan programs. C. S. Katz, SLA, 235 Park Ave. S., NYC 10003 (212-277-8136).

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

June: Hawaii, New York (see June 5–7), Oregon.

August: Indiana.

September: Alaska, Connecticut, District of Columbia, Louisiana, Minnesota, Nebraska, New Hampshire, North Dakota, Ohio, Virgin Islands, Wisconsin.

October: Delaware, Maryland, Mississippi (or February), Montana, North Carolina, U.S. Indians, West Virginia.

November: Arizona, Arkansas, Florida, Illinois, Missouri, South Carolina, Tennessee, Texas, Utah.

Fall: Kansas (or Spring).

December: Guam, Nevada, N. Mariana Is., Trust Territory.

January: Alabama.

February: Puerto Rico, Rhode Is.

March: California, Iowa, Kentucky, Michigan, New Mexico (or April), South Carolina, Virginia.

Spring: New Jersey.

April: Colorado, Maine, Vermont, Washington.

South Dakota and Wyoming have not yet determined if they will hold pre-WHCLIS meetings.

15: *Public Library Service to Mentally Retarded Adults,* Valley Forge Hilton, King of Prussia, Pa. Spons., Special Outreach Services. Fee, $10. S.O.S., Chester County L., 235 W. Market St., West Chester, PA 19380 (215-692-5767, 696-8960).

20-July 13: *Biomedical Bibliography* and *Biomedical Librarianship,* McGill U., Montreal. Fee: $57 each (+ $30 lab.—computer connect time for Biomed. Bibliog. course); 3 cr. V.S. Sessions, MU/GSLS, 3459 McTavish St., Montreal, PQ, H3A 1Y1 (514-392-5947).

21-July 12: *Educational Media in Britain,* departing from NYC. Spons., Kent State U. in coop. with British media orgs. Fee: $1,240 (undergrad.) & $1,260 (grad.) incl. tuition, air fare, room & board (*full payment required by May 9);* 5 hrs. cr. Visits to media ctrs. in nat. institutions, schools, & univs.; lectures treat produc., distr. & use of ITV in schools, history of media collec. in Britain. Div. of Cont. Ed., 329 Rockwell Hall, KSU, Kent, OH 44242 (216-672-3456).

28: *Speaking Up for Librarians: A Forum*

on Professional Concerns, Chicago. Spons., Nat. Lns. Assn. Moderator, John Berry, *LJ* editor. P. Dollard, Monteith L., Alma Col., Alma, MI 48801 (517-463-2141, ext. 332).

July

6-7: *The On-Line Revolution in Information: Implications for the User,* Paris, France. Spons., Int. Council of Scientific Unions Abstracting Board and the Bureau National d' Information Scientifique et Technique. ICSU AB Secretariat, 17 rue Mirabeau, 75016 Paris, France (527 22-76).

17-28: *Mainstreaming and the School Media Center,* Appalachian State University, Boone. A. Naylor, Ed. Media Dept., Appalachian State U., Boone, NC 28608 (704-262-2243).

17-Aug. 4: *Materials for Children,* Chautauqua, N.Y. 3 sem. hrs. grad. cr. Survey of matls. for use with preschool & elem. school children in schools & p.ls. Director of Admissions, U. Pittsburgh/GSLIS, Pittsburgh 15260 (412-624-5230).

18-21: *Library Management Skills Institute,* Boston, Mass. (see May 16-19, p. 240, April *AL*).

26-Aug. 1: *Democratizing Education: Implications for School Libraries,* Melbourne, Australia. Int. Assn. of School Lnship., W. Mich. U./SL, Kalamazoo, MI 49008 or J. Ward, Conference Chair, POB 118, Carlton, Victoria, 3053 Australia.

31-Aug. 11: *Institute on Library Networking,* Catholic U. of Amer./GDLIS, Washington, D.C. Fee, $220; 3 grad. sem. hrs. cr. (noncr. available). Exploration of current political, econ., social, & technol. factors confronting l. & inf. science networking community. Director of Cont. Ed., CUA, Washington, DC 20064.

31-Aug. 18: *Principles of Library Management,* Chautauqua, N.Y. 3 sem. hrs. grad. cr. Director of Admissions, U. Pittsburgh/GSLIS, Pittsburgh 15260 (412-624-5230).

August

4-8: *Community Analysis Workshop,* Madison, Wisc. Spons., U. Wisconsin-Extension. For public lns.: teams of 2–3 persons should attend to facilitate implementation. Fee, $135. J. Nelson, UW-Extension, Communication Programs, 610 Langdon St., Madison 53706 (608-262-3566).

6-12: *Executive Development Program for Library Administrators,* Miami U., Oxford, Ohio. Fee: $295; 4 CEUs awarded. *Apply by July 20.* H. F. Brooks, Center for Management Services, MU School of Business Admin., Oxford 45056 (513-529-4129).

7-8: *Understanding and Obtaining Grants,* Washington, D.C. (see May 15-16, p. 240, April *AL*).

7-18: *Institute on Federal Library Resources,* Catholic U. of America/GDLIS. Fee, $245; 3 grad. hrs. cr. J. Gilheany, Continuing Ed., CUA, Washington 20064.

Video tape production and survival strategies for school library/media programs highlight topics being covered at the two-week Summer Media Institute July 9-22 at the Northfield Mount Hermon School near Greenfield, Mass. *Register before May 12* by contacting the Mass. Board of Library Commissions, 648 Beacon St., Boston 02215 (617-267-9400).

27-Sept. 1: U.S.O.E.-sponsored workshop for library school faculty on incorporating library service to the blind and physically handicapped into the basic curriculum. Florida State U., Tallahassee. Limited to about 20 participants. G. Jahoda, FSU/SLS, Tallahassee 32306.

September

4-7: *Symposium of Documentation, Library, and Archives Journals,* West Berlin, Germany. Spons., Unesco. Editors of primary & secondary pro. journals invited to discuss int. cooperation, standardizing prep. & presentation of journals, et al. *Apply by June 1.* Div. of the General Info. Programme, Sect. of Promotion of Methods, Norms & Standards in Information, Unesco, Place de Fontenoy, 75700 Paris, France.

24-26: New England LA Annual Conf., Wentworth-by-the-Sea, N.H. N. Berg, POB 273, Holden, MA 01520 (617-829-6545).

28-30: Arizona State LA Annual Conf., Marriott Hotel & Tucson Conv. Ctr., Tucson. R. McLachlan, L., U. Ariz., Tucson 85721.

October

6-8: Southwestern LA-Southeastern LA Joint Annual Conf., New Orleans. H. B. Slocum, 6800 Morrison Rd., Apt. 105, New Orleans 70126.

12-13: Library Microform Annual Conf., Washington Hilton, Washington, D.C. Spons., RTSD/ALA Micropublishing Committee & *Microform Review.* A. Meckler, *MR,* 520 Riverside Ave., Westport, CT 06880 (203-226-6967).

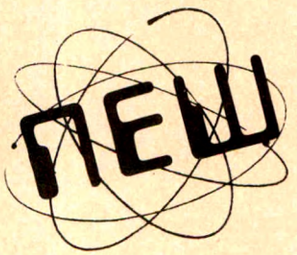
18-20: Iowa LA Annual Conf., Howard Johnson Motor Lodge & Conv. Ctr., Urbandale. E. G. Estes, Des Moines P.L., 100 Locust, Des Moines 50309.

KEYWORD INDEX

Acquisitions, new trends	May 12
Amer. Film Festival	May 21-26
Arizona State LA	Sept. 28-30
Biomed. bib. & lnship.	June 20-July 13
Blind/phy. handicapped	Aug. 27-Sept. 1
Children's materials	July 17-Aug. 4
Community analysis	Aug. 4-8
Ed. media in Britain	June 21-July 12
Federal l. resources	Aug. 7-18
Grantsmanship	Aug. 7-8
Group leadership	June 10-11
Handicapped, service to	June 15
Illiteracy	June 8-9
Indexing	June 8-10
Information & referral service	May 18-19
Information systems	May 12
Iowa LA	Oct. 18-20
Journal editors	Sept. 4-7
Library instruction	May 2
L./media technical asst.	May 19-21
L. Outreach Cooperative	May 18
Management	June 3-6
	July 18-21
	July 31-Aug. 18
	Aug. 6-12
Microform	Oct. 12-13
Networking	July 31-Aug. 11
New England LA	Sept. 24-26
New York pre-White House conf.	June 5-7
Nonprint materials, cataloging	May 19
Online systems	July 6-7
Professional concerns	June 28
SUNYLA	June 1-2
School libraries	July 26-Aug. 1
School media center	July 17-28
Science fiction	June 2-4
Southwestern LA-Southeastern LA	Oct. 6-8
Special Libraries Assn.	June 11-15

Over several years many librarians have expressed a need for an index to the general sciences. Since it has become apparent that such an index would be useful, The H. W. Wilson Company is pleased to announce the publication of the

GENERAL SCIENCE INDEX



The new **General Science Index**, beginning publication July 1978, will be a subject-oriented index suitable for use by students from high school through college and the general patron in public libraries. It will have its own subject authority file to assure continuity and consistency of subject headings, and its own complete system of cross-references. All periodicals will be completely indexed by librarians with subject specialties.

Approximately fifty experienced librarians assisted in the selection of the periodicals to be indexed. In addition, science specialists of the Company's indexing staff gave their advice on the **Index's** coverage.

Eighty-eight general science periodicals in the English language have been carefully selected to represent the following fields:

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Genetics
Mathematics
Medicine and Health
Microbiology
Oceanography
Psychology
Physics
Physiology
Zoology

The first issue of **General Science Index** will index periodicals beginning with issues dated June 1978. The **Index**, each issue of which will contain an index to book reviews, will be published monthly except June and December. September, November, February, and May will be cumulative issues, and a permanent hardbound cumulative annual will be included in the subscription price.

Subscriptions will be sold on the service basis. For a quotation of your service basis rate, please write for the **General Science Index** list of periodicals to be indexed. Check the periodicals your library now receives or expects to receive during the coming year. Your service basis rate will be sent to you by return mail. Requesting your service basis rate does not, of course, obligate you to subscribe.

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THE SOURCE

edited by Susan Spaeth Cherry

ALA GENERAL NEWS

Committee Invites Comment on Draft of ALA International Relations Policy Statement

The ALA International Relations Committee has drafted an "International Relations Policy Statement" for the Association and will hold an open hearing on it for ALA members 10 a.m. to noon, June 26, during the Annual Conference in Chicago. Those planning to appear before the committee should be prepared to leave a written statement as well. Comments may also be sent to the committee before the conference, in care of E. J. Josey (Chair), Bureau of Specialist Library Services, New York State Education Dept., Library Development, 99 Washington Ave.–Twin Towers, Albany, NY 12230.

Other members of the committee are Mohammed M. Aman, Ralph Blasingame, Jr., Jane Franck, Ann Pellowski, Mathilde Rovelstad, Theodore Waller, and Theodore Welch.

Draft Statement

The ALA charter states that the Association was formed "for the purpose of promoting library interests throughout the world by exchanging views, reaching conclusions and inducing cooperation in all departments of bibliothecal science and economy. . . ."

New developments originate outside the United States which make it increasingly important for ALA to become more active and effective in the international library world. The Association's involvement since 1936 in the area of human rights and since 1940 with intellectual freedom, as reflected in the Library Bill of Rights, has given the Association a maturing sensitivity over the years regarding the importance of human rights. Freedom of thought and freedom of expression are rights basic to all. This concept is now expressed in the Universal Declaration of Human Rights adopted and proclaimed by the General Assembly of the United Nations.

The Association affirms its stance that threats to the freedom of expression of any persons become threats to the freedom of all.

Policy Objectives

The American Library Association establishes these objectives and responsibilities for its international relations programs:

1) To foster better international understanding and cooperation among library and information science communities.

2) To encourage the free exchange of information and library materials throughout the world.

3) To promote the education of librarians and documentalists in such ways as to provide a cadre of persons able to communicate across national boundaries.

4) To encourage involvement of United States librarians in international library activities.

5) To stimulate and assist in the development of viable library associations in all of the countries of the world in order that these associations will be able to provide leadership necessary for library development in their respective countries.

6) To encourage the development of consensus among the library associations represented on the United States IFLA committee, the United States institutional members of IFLA, and the three national libraries on matters of concern to libraries and librarians in the United States.

7) To foster, promote and support the development of international standards relating to library and information services.

8) To promote literacy, reading motivation, and book availability in developing nations.

Implementation of Policy

The American Library Association's International Relations Committee (IRC) and International Relations Office (IRO) are charged with the responsibility of carrying out these objectives:

1) By serving for the American Library Association as the communications link between members and international organizations.

2) By planning for and participating in international programs of value to the work of the Association and librarianship in general.

3) By encouraging ALA membership to participate in international activities and events.

4) By establishing and maintaining working relations with other U.S. national associations, and regional and state associations, for the purpose of promoting programs to strengthen library and information services throughout the world.

5) By being responsible for developing priorities for ALA's attendance at international meetings and support of international organizations.

6) By balancing the need for continuity of representation with the need to broaden the representation and to develop an interest in international activities in more members.

7) By taking part in the selection of official ALA representatives to international meetings whenever ALA representation is appropriate.

8) By providing representatives with information on procedures and responsibilities and on requirements of reporting back to ALA and its appropriate units.

9) By assisting foreign librarians to identify expertise among American librarians and assist in every way in making visits to the United States professionally fulfilling.

10) By cooperating with government agencies and foundations in developing and implementing programs for librarians and documentalists involving the concerns of the American Library Association.

Human Rights and Intellectual Freedom

11) By recognizing and demonstrating support for human rights and intellectual freedom around the world.

12) By considering the censuring of professional associations of countries that deny citizens for various reasons access to library resources and services.

13) By encouraging local and national associations to participate in international cooperative programs that would enhance human rights and intellectual freedom.

14) By participating in international professional projects which foster respect for human rights and intellectual freedom.

15) By encouraging membership and the leadership of the Association and of the profession to consider human rights and intellectual freedom in all policy decisions that concern international relations.

16) By addressing the grievances of

Who Wants Library Standards?

That's the question the ALA Committee on Standards is considering. Before the Annual Conference in June, the committee wants your ideas on: 1) areas needing standards, and 2) existing ALA standards needing revision. Send them to chairperson Norman D. Alexander, University Library, Calif. Polytechnic State Univ., San Luis Obispo, CA 93407.

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foreign nationals where the infringement of their rights of free expression is clearly a matter in which all free people should show concern.

17) By presenting resolutions or other documents, attesting to such grievances and endorsed by the International Relations Committee and the Intellectual Freedom Committee, to the attention of the Council and the Executive Board for their consideration, and by sending adopted resolutions to appropriate bodies such as the U.S. Department of State, the United Nations, international library associations, the national library associations or associations of the nation involved, and the nation's embassy. —*March 1978*

Division Seeks *RQ* Editor

ALA's Reference and Adult Services Division (RASD) is seeking a new editor for the division's official journal, *RQ*. June 1 is the deadline to apply for the four-year, non-renewable position.

The person chosen for the job will spend one year as an assistant editor of the quarterly before assuming the full editorship. Candidates must be RASD members familiar with the needs and interests of reference and adult services librarians.

Applications should reflect a candidate's writing, editing, or publishing experience. They should accompany a statement of no more than 300 words explaining the candidate's goals for *RQ* and reasons for seeking the editorship.

RASD will pay for the editor's travel and per diem expenses at ALA conferences. Candidates will be interviewed at the Annual Conference next month.

Send applications to Nancy E. Gwinn, Council on Library Resources, 1 Dupont Circle, Suite 620, Washington, DC 20036. Questions may be directed to the current editor, Geraldine B. King, 595 Cretin Ave. S., St. Paul, MN 55105.

Preregister for Job Placement

June 1 is the deadline to preregister for the placement service at ALA's Annual Conference. Preregistration forms are available from the National Registry for Librarians, 40 W. Adams St., Chicago, IL 60603 (312-793-4904).

At Conference, employers and applicants should confirm their registrations and receive identification numbers at the placement center located in Ray Schoessling Hall, lobby level, McCormick Place, E. 23rd and Lake Front.

Registrations also will be accepted during Conference at the center, which will be open 10 a.m. to 5 p.m. June 26; 9 a.m. to 5 p.m. June 27; 9 a.m. to 5 p.m. June 28; and 9 a.m. to noon June 29.

Job orders specifying race, creed, age, color, sex, or national origin will be prohibited.

Interview space will be available at the center, and ALA's Office for Library Personnel Resources will operate a "Job Seekers Comfort Station." A free shuttle bus will run between McCormick Place and the Hilton.

YASD May Change Name

The Young Adults Service Division board is considering changing the division's name to incorporate the term "adolescent." The name change will be discussed at the YASD membership meeting from 10 a.m. to noon June 28 during ALA's annual conference.

Suggestions for the name change include Association of Librarians Serving Adolescents and Young Adult/Adolescent Services Division. YASD members who cannot attend the June meeting are invited to send reactions or further suggestions to Eleanor K. Pourron, Arlington County Library, 1015 Quincy St., Arlington, VA 22201.

Task Force Requests New Status

ALA's Social Responsibilities Round Table Ethnic Materials Information Exchange Task Force may become a round table in its own right. It is circulating a petition to set up a Round Table on Ethnicity to encourage support of library service to ethnic groups. The petition must have 100 signatures to be considered by ALA's Executive Board and Council.

At this year's Midwinter Meeting, the task force decided that as a round table, it would be more effective in influencing ALA policy on issues concerning racial and ethnic minority groups.

COA Seeks Volunteers

ALA's Committee on Accreditation (COA) is seeking volunteers to visit library schools and assess programs under ALA's 1972 Standards for Accreditation. Candidates must have at least seven years of varied professional library experience.

Accreditation teams make one or two site visits a year in October, November, or early spring. After each visit, which can last as long as five days, teams prepare written evaluations for the committee. Team members must be present when COA discusses the reports at ALA's Midwinter Meeting or Annual Conference.

COA will choose volunteers who are diverse geographically and professionally. To volunteer contact COA, ALA, 50 E. Huron St., Chicago, IL 60611.

UPDATE: LIBRARYLAND

The Princeton University Library has established a memorial fund to honor its recently deceased Librarian Emeritus William S. Dix. The library plans to purchase its 3 millionth acquisition from the new fund. Send contributions to Alexander Wainwright, Assistant University Librarian for Collection Development, Firestone Library, Princeton University, Princeton, NJ 08540.

Newbery Award-winner Scott O'Dell recently received the Catholic Library Association's Regina Medal for "continued distinguished contribution to children's literature." *Island of the Blue Dolphins,* his 1961 Newbery book, and *The Black Pearl* recently were made into motion pictures.

The Sierra Club Earth Care Center will survey the need for a special library and information center on policies of international environmental affairs. The study will identify potential users, determine what kind of information services are needed, and suggest a suitable location for the center (probably New York or Washington, D.C.).

Michigan's Monroe County Library System has expanded its Graphic Services Center to benefit all libraries in the United States and Canada. The center prints bumper stickers, letterheads, forms, envelopes, heat transfer iron-ons, bookmarks, and promotional items. Price quotes are available by phone or mail from Dale Yenglin, Head of Graphic Services, Monroe County Library System, 3700 S. Custer Rd., Monroe, MI 48161, 313-241-5277.

The Council on Library Resources, Inc., awarded grants totaling $1,306,854 during the 1977 fiscal year, according to the council's 21st annual report. The largest portion of CLR funds (39 percent) supported activities to develop a nationwide library system.

Chicago's Newberry Library and six institutions are preparing a catalog of printed maps of the West North Central States. Funded by a National Endowment for the Humanities grant, the two-year project will result in a catalog of 7,000 maps and atlases. Participating institutions include the University of Kansas, the Minnesota Historical Society, Washington University, the Nebraska State Historical Society, State Historical Society of North Dakota, and South Dakota Historical Resource Center.

The Association of Academic Health Sciences Library Directors, a new organization, was incorporated recently. Its purpose is to serve as a communication vehicle for its members.

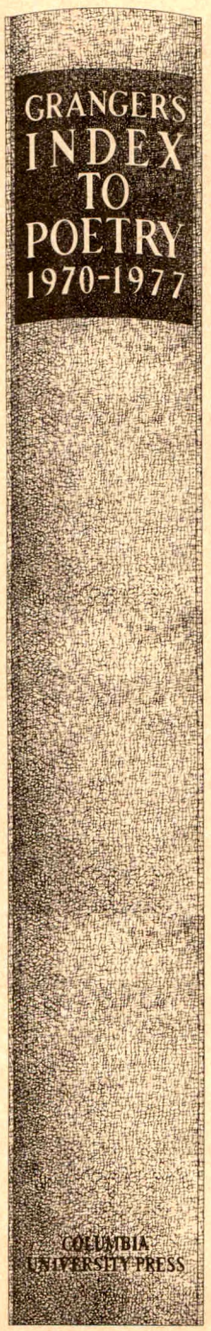
The Institute for Scientific Information will expand its grant program this year to more than $600,000 to help small libraries purchase ISI indexes to science, social science, arts, and humanities literature. Last year, 50 libraries received new grants totaling more than $200,000 to purchase the indexes.

The Massachusetts Board of Library Commissioners is conducting a survey of automated activities in its state's public, academic, and special libraries. Results will be organized into a directory, which will contain user comments about different systems and equipment.

REFERENCE

Municipal Clearinghouse Opens

A new Intermunicipal Reference Library recently opened to serve Illinois's Northwest Municipal Conference, a planning unit of 15 municipalities and



Announcing the new Granger's Index to Poetry 1970-1977. A special edition at a special pre-publication price: $53.50.

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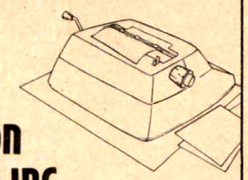

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four townships in the Chicago area. The conference is concerned with health, transportation, water resources, and solid waste systems.

Established through a $70,962 LSCA grant, the library coordinates governmental reference material and serves as a regional clearinghouse for municipal, state, and federal data. It contains public documents issued by Northwest Municipal Conference agencies and analytical reports on zoning, budgets, and other subjects.

The library plans to establish an intern or work-study program for a graduate library student interested in working with documents.

Reference with Class

The Carnegie Library of Pittsburgh (Pa.) is operating an Education Information Center to disseminate facts about classes at area colleges and universities. Directed primarily at adults, the center is designed to answer questions such as, "Where can I find a class in conversational Spanish on Wednesday evening in the northern section of the county?" The center also offers information about college testing programs.

Improved DIALOG Debuts

Lockheed DIALOG online data service, largest of its kind, has a new IBM 370/165 computer. Lockheed claims it has four times the processing speed of the two 360/65 computers used previously for TYMNET and TeleNet connections. Users will be able to get online through either connection with better response time. One of the 360/65s will help update DIALOG's 18-million-item file and provide emergency backup.

WOMEN

Task Force Seeks Name Change

The ALA Social Responsibilities Round Table Task Force on Women is considering changing its name to include the word "feminist." Names under consideration are Feminist Task Force, the Task Force of Feminist Women, and Feminist Librarians Task Force.

The task force is seeking other suggestions for the name change. Send ideas to Diane Gordon Kadanoff, 25 Grotto Ave., Providence, RI 02906. The name change will be discussed in June at ALA's Annual Conference.

Clarification. The Women's History Research Center (see Jan. *AL*, p. 44) is its own distributor. Microfilm orders will be filled at the center, 2325 Oak St., Berkeley, CA 94708.

Indiana Forms Task Force

The Indiana Library Association has established a five-member task force on the Status of Women in Indiana libraries. Its goals include compiling and disseminating employment statistics about women; eliminating sexist language in the association's bylaws, constitution, and other documents; and urging libraries to meet federal and state regulations prohibiting sexual discrimination.

Other objectives include supporting committees and groups that enhance the status of women in Indiana libraries; recommending plans for and assisting with programs to improve job skills and opportunities for women in librarianship; and encouraging and recognizing feminine achievement in libraries statewide.

New Publishing Guide

Information on agencies that distribute women's publications, reviews of more than 100 women's journals, newspapers, and writings, and editorial policies and histories of women's presses highlight the 296-page *Guide to Women's Publishing*. Compiled by Polly Joan and Andrea Chesman, editors of the *Women Writing Newsletter*, the guide was published April 1.

Name, address, price, publishing frequency, and content are noted for each publication in the guide, which incorporates quotations from editors and publishers. A special "Additional Resources" section highlights noteworthy directories, review media, libraries, archives, and bookstores for women.

Available for $9.95 cloth, $4.95 paper, from Dustbooks, POB 100, Paradise, CA 95969 (0-913218-79-0 paper, 0-913218-80-4 cloth).

Guide Aids in Women's Studies

Topics such as black women, marriage, rape, and working class mothers are covered in "Womenstudy: Guides for Research," by Katherine J. Amato. The recently published booklet lists 170 current books, articles, bibliographies, card catalog subject headings, indexes, and abstracts on subjects relating to women.

Although it is geared toward students using the Lake Forest (Ill.) College library, the booklet can be a general women's studies reference source. Books are listed in annotated form with their Library of Congress numbers. Subject, author, and title indexes provide easy access to the entries. Materials, which are organized by topic, encompass many different disciplines.

Available for $2 (prepaid) from Donnelley Library, Lake Forest College, Lake Forest, IL 60045.

Library Workers to Meet

May 15 is the registration deadline for the Women Library Workers National Conference June 30 to July 2 at Carroll College in Waukesha, Wis.

The conference will focus on assessing power, using politics, defining issues, and taking action. It will feature reports from WLW chapters nationwide and information sharing sessions.

Registration will be limited to 150 conferees. The $50 fee includes registration, room, and board. Write to the WLW Conference, Judy Turner, 1969 N. Farwell Ave., Milwaukee, WI 53202.

VIDEO COMMUNICATIONS

LC Sponsors First TV Archive Conference

To plan for its proposed American Television and Radio Archive, the Library of Congress recently sponsored an unprecedented information exchange conference for representatives of institutions collecting and archiving television programs.

The 45 conferees discussed acquiring, preserving, cataloging, servicing, and maintaining television collections. Topics included plans for individual archives, benefits and problems of different acquisition methods, policies on nonbroadcast materials, interarchive information procedures, and educational programs on archive usage.

Conferees represented institutions such as the Academy of Television Arts and Sciences, the Rhode Island Historical Society, and the Wisconsin Center for Film and Theatre Research.

TV History Series Available

Through a National Endowment for the Humanities Grant, Indiana University's Audio Visual Center now is distributing the public television series "The Adams Chronicles" at reduced cost. The 13-part series traces the accomplishments of the John Adams family through four generations spanning 150 years.

The series is available for rent or purchase in 16mm and ¾-inch videocassette formats at prices ranging from $15 to $2,815. Purchasers may make copies for branch libraries at no additional charge through February 1979, when such copying becomes illegal.

"The Adams Epoch," a reading guide compiled by the Prince George's County (Md.) Memorial Library System, is available for use with the television series. It lists books, magazine articles, pamphlets, and other materials relating to the Adams family.

The guide, a free television viewer's booklet, and the series are available from Indiana University, Audio Visual Center, Bloomington, IN 47401. Preview prints of "The Adams Chronicles" are available at no cost for up to five days.

Program-of-the-Week Features Video Discounts

At a cost 60 percent lower than its usual fee, the Public Television Library is offering libraries, schools, and organizations the chance to rent different public television programs every week for 12 weeks.

Through the Video Program-of-the-Week Plan, renters have access to more than 350 television programs concerning the creative and performing arts, health, science, public affairs, and other topics. Program participants will receive ¾-inch "U" videocassettes on a weekly basis at $25 for a program 30 minutes or less and $35 for programs 31 to 60 minutes.

The videocassettes must be used for noncommercial purposes. Subscription cycles will begin July 1, Oct. 1, Jan. 1 and April 1.

A list of program selections is available from the Public Television Library, 475 L'Enfant Plaza, S.W., Washington, DC 20024.

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ACADEMIA

When Should a Library Enter "Analysis"? Perhaps Dr. MRAP Can Help

On the streets below, the St. Paddy's Day revelers were going nuts, and upstairs at the City College Graduate Center, "Dr. MRAP" was talking institutional analysis to a few dozen librarians from the New York metropolitan area. Like any good analyst, he told prospective patients that his method "would *reveal* problems, but not automatically resolve them."

Dr. MRAP is a 36-year-old librarian named Duane Webster who heads the office of University Library Management Studies (OMS) of the Association of Research Libraries in Washington. It is a small office, but its Management Review and Analysis Program (MRAP) is very well known to the thousand-plus staff members who have "done" MRAP in some 25 big libraries. Others may be superficially aware of the MRAP program through the literature;* but only those whose libraries have actually undergone the onerous, agonizing, and brutally open analysis have earned the Ancient Mariner's look of "having lived to tell the tale."

Two such narrators are John P. McDonald and Norman Stevens of the University of Connecticut in Storrs. Neither is ancient, nor has their hair turned white from the MRAP experience; but as managerial mariners seeking a better navigational tool, they tried MRAP, lived through it, and were in New York to share with others what they had learned.

Webster Gives Background

McDonald and Stevens followed a presentation by Webster at the all-day seminar, "A New Tool for Managing Libraries; the MRAP Process for Change," moderated by Larry Earl Bone of Mercy College and sponsored by the New York Metropolitan Reference and Research Library Agency (METRO) in cooperation with the Special Libraries Association's New York Chapter, the Long Island Resources Council, and the Southeastern Library Resources Council.

Webster reviewed the elements of the program, which has gone through five phases since it emerged from ARL's Management Office in 1971. It is basically an "assisted self-study" program

Duane Webster

for large libraries, particularly academic libraries attached to larger institutions. Using the techniques, tools (400-page manual), and guidance provided by OMS, study teams and task forces representing all staffing levels conduct an intensive analysis of management structure. They study and articulate how things have been done, what goes on today, and what changes ought to be made. They examine goals and objectives, strengths and weaknesses. And finally, with the continuous involvement of the director, a report emerges.

The report is a descriptive one—it is a consensus of what's been going on, spotlighting strengths to build upon. But it is also prescriptive. Its aim is to produce feasible, affordable, easily implemented ideas to bring about improvement. It is invariably a step toward greater staff involvement.

"Overall," says Webster, "the plan, the orientation, is to put together a strategy for changing attitudes, values, and behavior of library organizations." He stresses that MRAP is an education as well as a strategy for change. The analysis process "educates the parts of the fragmented [management] pyramid in the nature of the whole." Just documenting the budget process is an education in itself, he notes.

Twenty-four institutions have, according to MRAP requirement, assembled the documents of their studies. Ranging from 71 pages (Iowa State) to 384 (Toronto), they may be valuable to others as case studies, but not, Webster warns, as blueprints for one's own MRAP. Some of the reports are available from the Office of Management Studies, 1527 New Hampshire Ave., N.W., Washington, DC 20036, at $15-20. The rest may be requested directly from the institutions. A full listing from the Office of Management Studies tells which is which.

Captains Courageous

McDonald and Stevens form an unusual management team at U. Conn./Storrs; they are director of university libraries and university librarian, respectively. They were also among the first administrators to take on the MRAP process, and it required no little courage.

"We knew there would be trauma," said McDonald. "Any change is going to hurt someone. But we did it, and today we're glad. . . . I'd been there [as a top administrator] ten years; one does get set in one's ways. Now, after 15 years, having been through MRAP helps me to resist that tendency; it gives me some perspective. The process educated us to many strengths, surprises, realizations."

One of those realizations, said McDonald, who headed ARL during a leave of absence in 1975-76, was that "if I ever had any power I don't anymore."

Webster reported that in many large academic libraries "the role of the director as the agent of change is giving way to the participation of staff who are directly involved in the areas affected by change."

McDonald pointed out, however, that some of the MRAP participants developed unrealistic expectations as to how fast changes could occur once implementation of MRAP recommendations was begun. They expected sudden change, not a 3- to 5-year shift into new directions. As a result, there are some negative feelings as an after-effect of MRAP as well as positive ones.

Stevens, in looking back four years on the MRAP experience, had some pros and cons for the METRO audience. The analysis, he said, had yielded a greater adaptability to such changes as moving into a new building; "helped us to arrive at means of effective operations; and, for those who actively participated, increased the general ability to grow and develop." But with hindsight he observes that the time involved was greater than anticipated; "we shouldn't have spent so much time on policy"; and "we could have benefited from more interchange with other institutions undergoing MRAP."

The present U. Conn. staff doesn't talk about MRAP anymore; its recommendations—some adapted, some thrown out—are an integral part of staff life.

"Some folks long for the flexibility they once had," notes Stevens, "but they understand and accept that sacrifice." On the other hand, "we haven't easily accommodated full staff participation. The department heads still want some control."

Who Needs Dr. MRAP?

Nothing in the MRAP technique limits it specifically to libraries, but it is the only management self-analysis package

*A bibliography compiled by Augurio Collantes of Medgar Evers College Library, Brooklyn, N.Y., cites 18 substantial writings on MRAP. Among them is an excellent 10-page symposium in the Jan. 1976 *Journal of Academic Librarianship.*

that has been tested at such length by so many major library institutions. Further, not one of the 24 libraries which began MRAP abandoned it before the final report was completed.

"I could name a few institutions that were disappointed, " Webster told *AL* during a lunch break at the Algonquin, "but," he grinned, "I wouldn't do so for a journalist."

Because the MRAP process usually requires nine or ten task forces of about five staff each, it is best suited to the large library, such as those belonging to ARL. Members pay only the actual expenses of Webster and staff in administering MRAP; non-member libraries must compensate ARL for the staff time—still cheaper than the $400 per day charged by private management consultants of comparable expertise.

Webster's Office for Management Studies, nurtured and developed through grants from the Council on Library Resources, could handle perhaps ten to fifteen MRAP studies a year if it had to; but the office has several other projects. It has put together an Academic Library Development Program—again sponsored by CLR—for libraries as small as 12 staff members. An offshoot of MRAP, the ALDP studies a library's technology along with its management. Webster hopes to make it available to all libraries.

As for MRAP's applicability, Webster feels that just about any large academic library could benefit from it, and now smaller libraries, too, are taking part in a modified MRAP process. But he, McDonald, and Stevens agree, "you're better off going into MRAP if you *don't* have major problems."

Says McDonald: "It would be like having a baby to cure a bad marriage."

And Stevens adds, emphatically: "If you're about to be fired, MRAP is not going to save your job." —*Art Plotnik*

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, writes the notes in this column. Opinions expressed are his own.

For the Young Adult Librarian

ALA's Young Adult Services Division recently issued a new publication for librarians working with young people. The philosophical *Directions for Library Service to Young Adults* identifies essential young adult reference services, discusses materials and selection criteria, and presents key issues in service administration. The booklet contains a resource list of basic readings, selection aids, and primary journals for young adult librarians. Available for $2.50 (prepaid) from the Order Dept., ALA, 50 E. Huron St., Chicago, IL 60611.

Newsletter Locates "TV Books"

Patrons who ask librarians for books they heard about or saw adapted on TV frequently use unfamiliar titles. A weekly newsletter called *The Get Ready Sheet* monitors many TV shows on which books are reviewed and authors interviewed. It cites all books discussed and notes those made into or derived from current motion pictures. Book citations are primarily for paperback editions. *The Get Ready Sheet* is $12 prepaid, or $15 billed, from Technical Services, Mid-York Library System, 1600 Lincoln Ave., Utica, NY 13502.

Biographical Dictionary Debuts

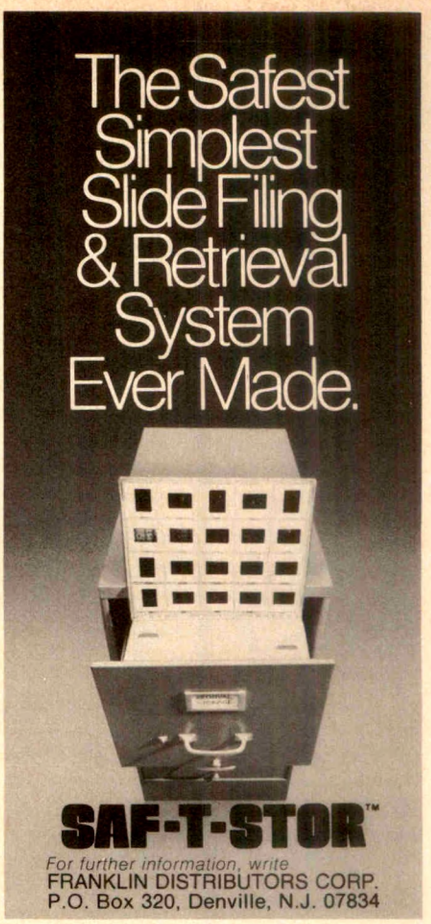
The *Dictionary of American Library Bibliography,* a collection of biographical sketches on 302 leading library figures, is a new scholarly reference work edited by Bohdan S. Wynar. An advisory board of noted scholars helped develop the substantial list of biographees. More than 200 library historians prepared the biographies.

The carefully researched sketches, ranging from 1,000 to 6,000 words, trace the life and career of each person. The sketches cite biographical listings, obituaries, books, and articles. Entries also list primary sources and archival materials.

The dictionary emphasizes noted national figures who died before June 30, 1976. Supplements are planned. 596 pages, available for $65 from Libraries Unlimited, Box 263, Littleton, CO 80120. (0-87287-180-0, 77-28791).

Acquisitions Journal Premieres

Library Acquisitions: Practice and Theory, is a new journal edited by Scott R. Bullard of Duke University and published by Pergamon Press. A quarterly, it claims to provide a "forum for exchange of knowledge, ideas, and experience" for librarians and library educators with acquisitions-related jobs. The journal addresses many different acquisitions issues, such as problems of the "budgetary crunch"; the relationships between librarians, publishers, and booksellers; cooperative acquisitions and networking; and collection department organization. The journal's "Acquisitions Roundtable" section enables readers to share their opinions on current topics. For more information write to the editor, c/o Acquisitions Dept., Perkins Library, Duke University, Durham, NC 27706. Subscriptions are $24 per year from Pergamon Press, Maxwell House, Fairview Park, Elmsford, NY 10523. (ISSN 0364-6408).



LIBRARY PERSONNEL

Appointments

ELAINE G. ESTES. April 15 Estes became director of the Public Library of Des Moines, Iowa. She previously coordinated extension services at the Des Moines library.

MAYE KEITH. Recently Keith became director of the Yuma (Ariz.) City-County Library, where she has served as assistant director since 1970.

RODERICK MAC DONALD. Now the new director of the Dakota County Library System in Burnsville, Minn., Mac Donald had been director of the Public Library of Des Moines, Iowa since 1969.

COLIN MCKIRDY. The University of Lowell (Mass.) has named McKirdy information systems manager of the university Alumni/Lydon and O'Leary Libraries. He is responsible for planning, developing, and implementing a broad spectrum of automated services and activities.

MARTIN A. MOLNAR. This fall Molnar will begin an 18-month term as librarian of Loyola University's Rome Center Campus. He formerly held several library posts on the university's Chicago campus.

LAWRENCE PARKE MURPHY. Formerly assistant to the director of the New York Public Library, Murphy is the library's new keeper of rare books. Author of numerous articles, he is also a free-lance graphic artist and a performing pianist.

PETER G. NIEMI. The new director of the Kent County Library, Grand Rapids, Mich., Niemi formerly directed the Champaign (Ill.) Public Library and Information Center.

BONNIE O'BRIEN. Formerly branch children's services librarian at the Worcester (Mass.) Public Library, O'Brien is the new director of the Shrewsbury (Mass.) Public Library.

FRED MCCRAE PETERSON. Acting director of libraries at the Catholic University of America since 1977, Peterson has been appointed director of libraries. He was formerly associate chairman of the university's department of library science.

CLYDE SCOLES. Formerly head librarian at the John McIntire Public Library, Zanesville, Ohio, Scoles is the new assistant director of the Toledo-Lucas County (Ohio) Library.

EDWARD L. WHITTAKER. Last month Whittaker became director of the East Brunswick (N.J.) Public Library. He was formerly director of the Corpus Christi (Tex.) Public Libraries and the South Texas Library System.

Retirement

VILMA M. KRUSKO. After 31 years of service, Krusko has retired from the Cleveland Public Library. She was most recently personnel director of the main library and its 35 branches.

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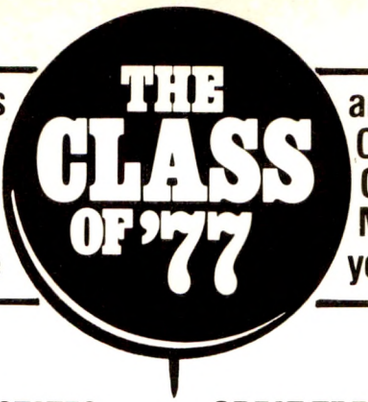

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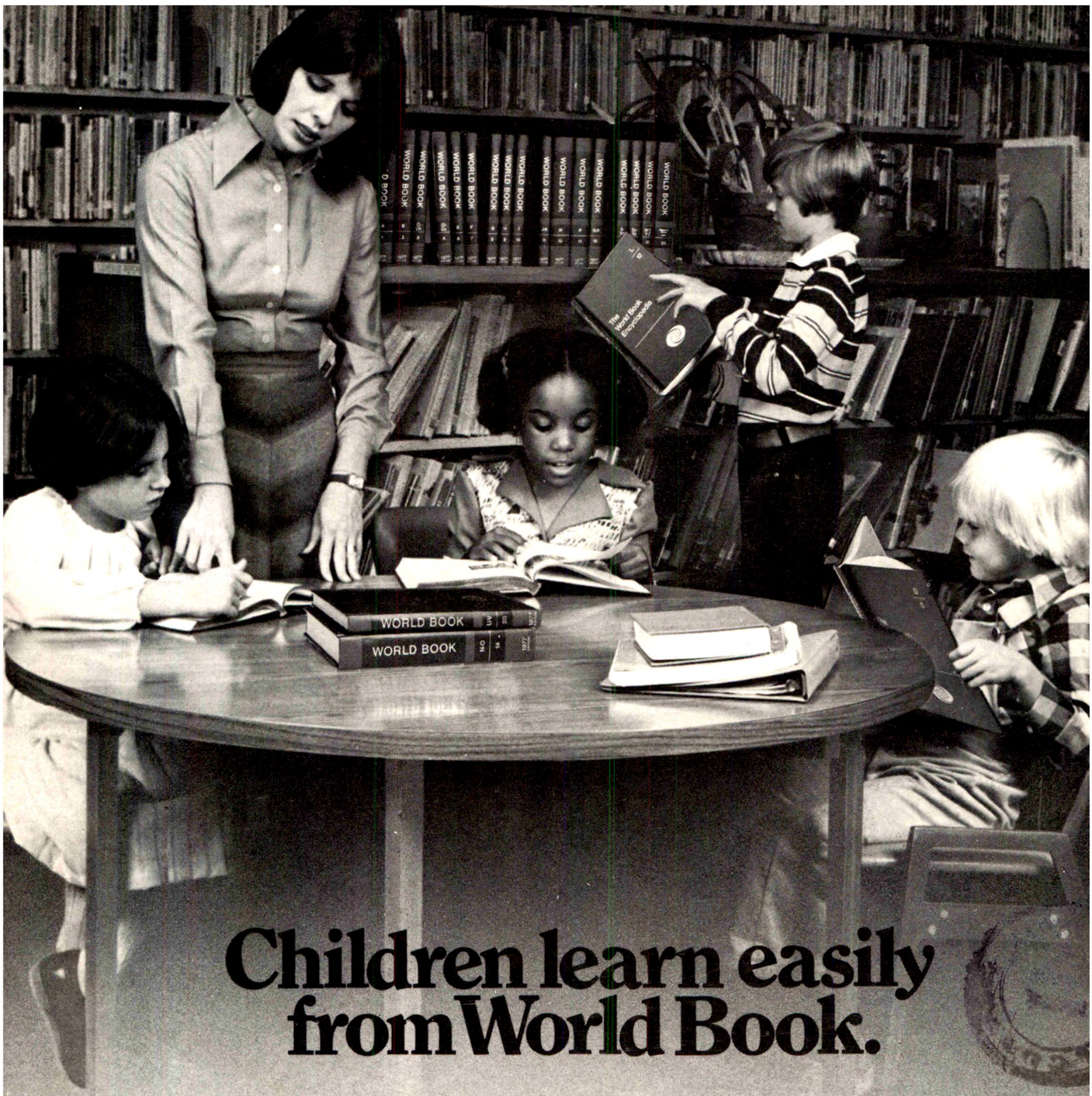

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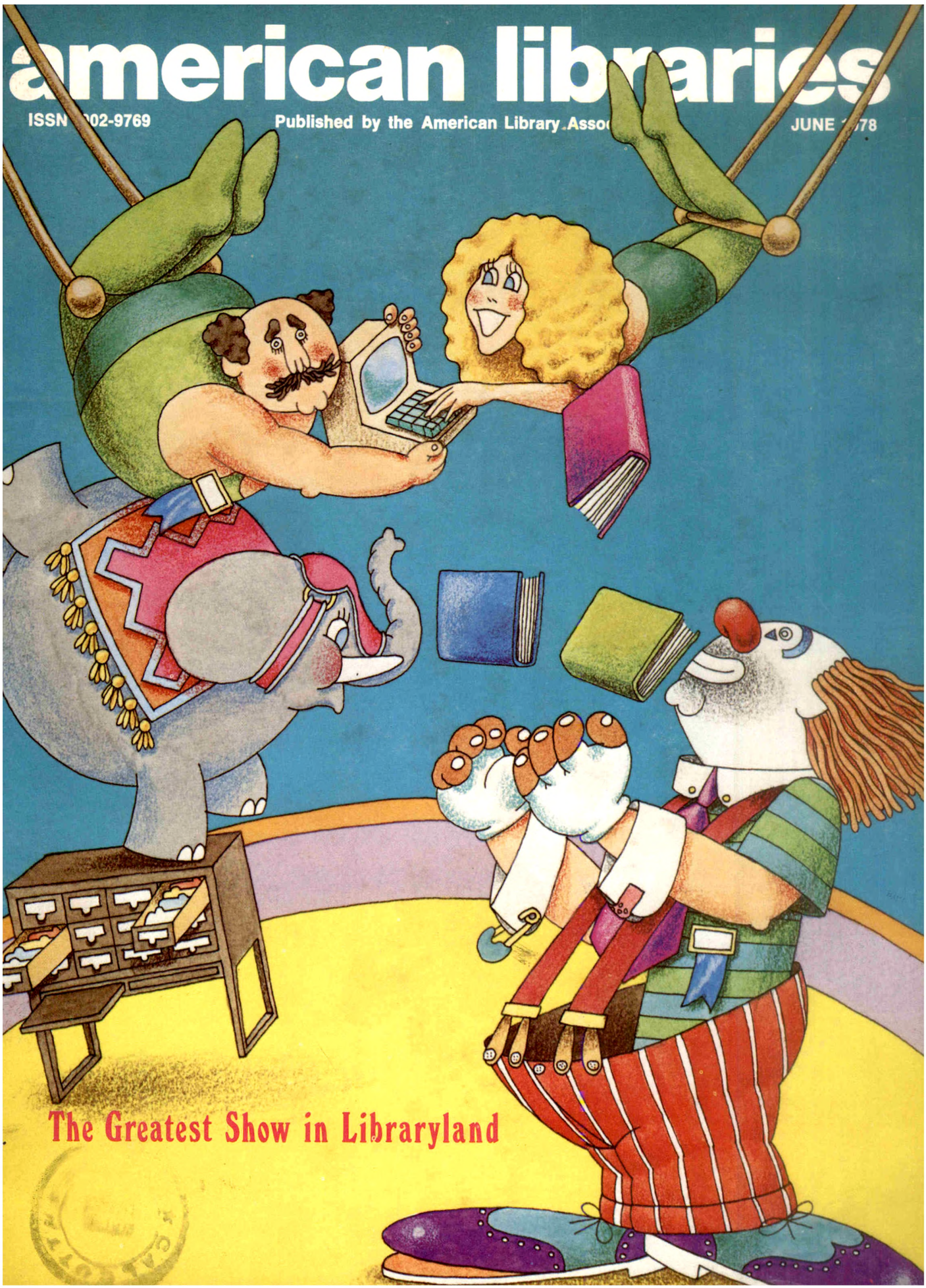

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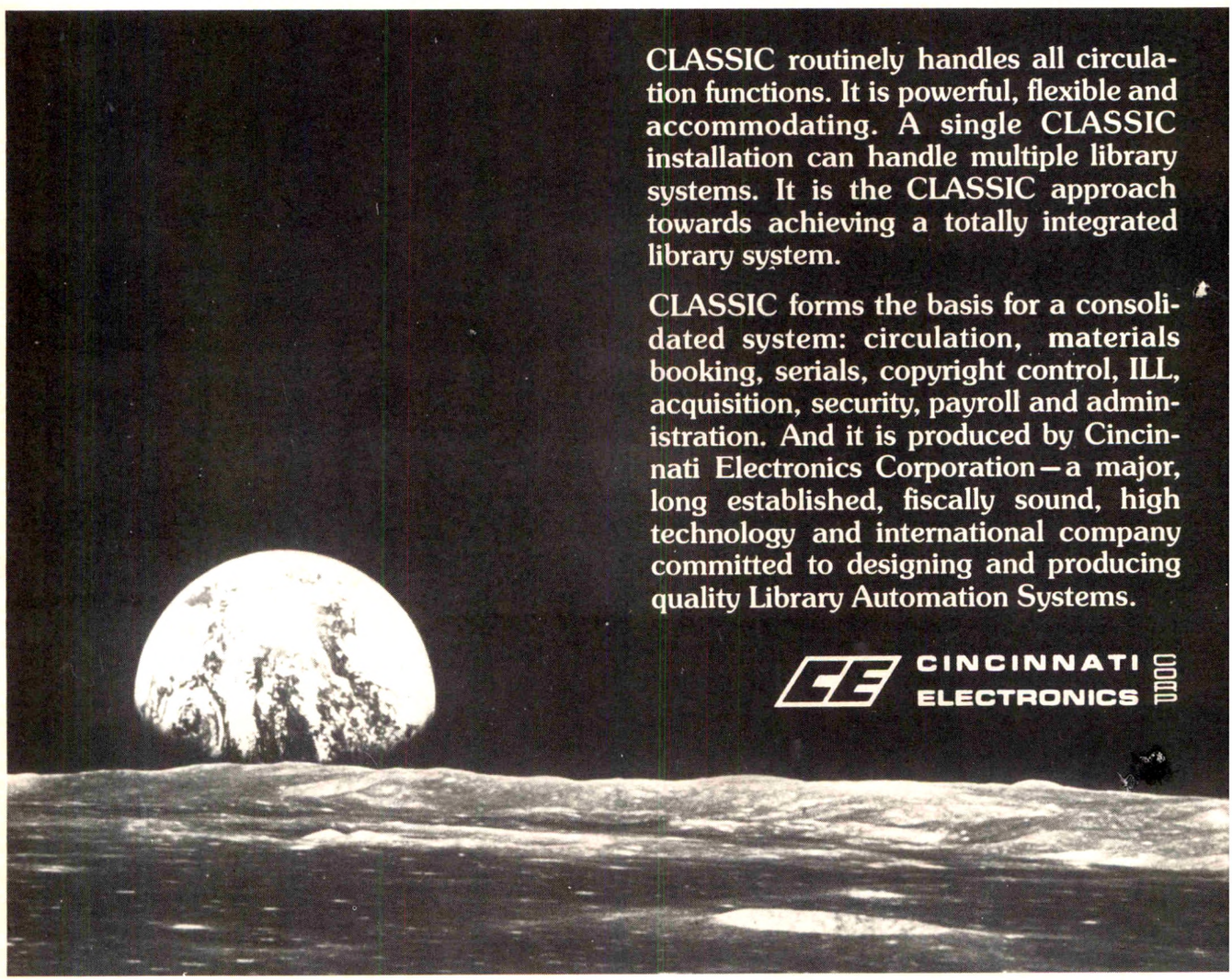

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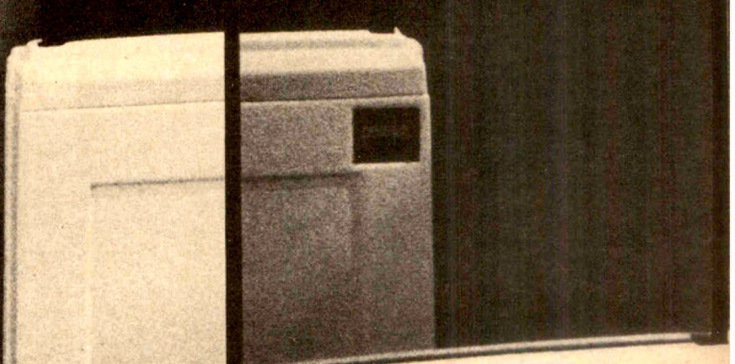

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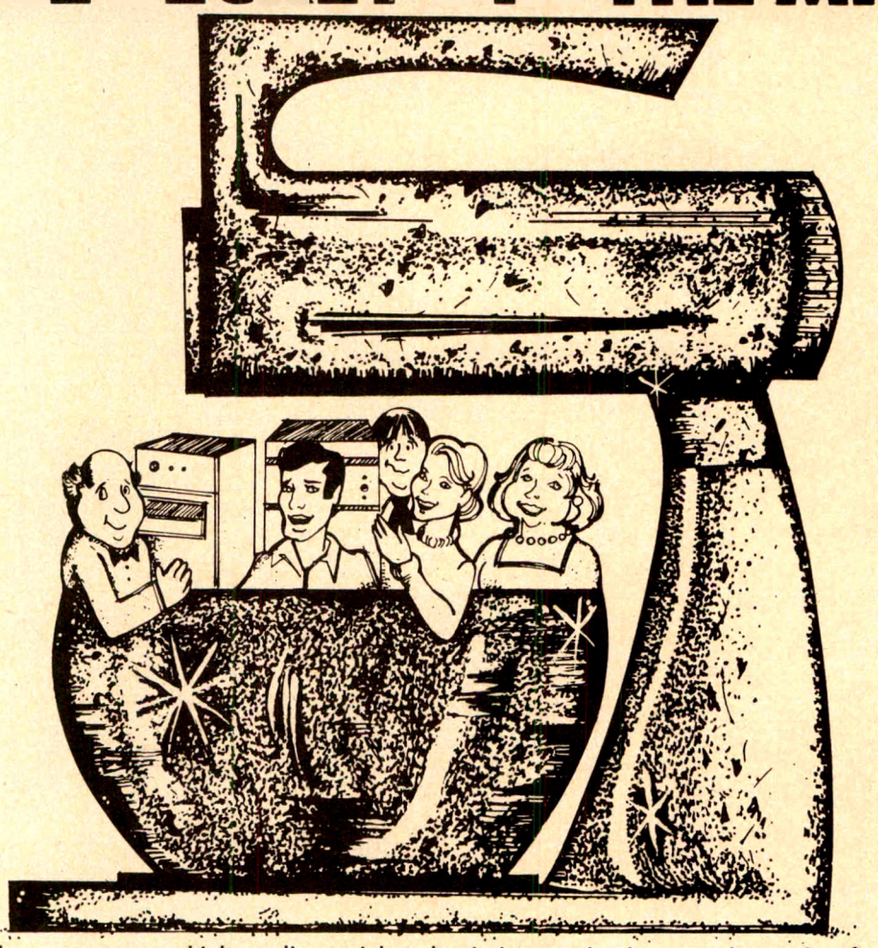

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American libraries

VOL. 9, NO. 6 JUNE 1978

304 PAGE ONE/ Proposition 13: On the June 6 vote hang the jobs of half the library workers in California.

321 ON MY MIND/ The author of an "ignored" book on library freedom-fighting in the '60s socks it to the trade press. By *Gordon McShean.*

325 ANNUAL CONFERENCE PREVIEW/ "Balancing Our Act in Chicago," a five-page escort service through the labyrinthian paths of the 97th Annual Conference program. The editors select some 50 educational highlights from the hundreds of sessions June 24-30, pass the word on the biggest parties, and offer a special miniguide: "A Visit to ALA Headquarters and Lunch in the Fashionable Near North."

334 AWARDS/ Announcing the biggest 1978 ALA awards, to be presented at the Annual Conference. And the winners are . . .

337 COVER FEATURE: THE GREATEST SHOW IN LIBRARYLAND/ "An Unusual and Practical Look Behind the Scenes of Multi-Million-Dollar Trade Shows for Librarians." Hurry, hurry, hurry, step right up!

Ring One: The Exhibitors Speak
"The Agony and Ecstasy of Exhibiting to Librarians," *Al Remley*
"Coming Out from Behind the Booktables," *Paul Foreman*
"Secrets of Selling Out Your Conference," *Tony Leisner*
"The Combined Book Exhibit and How to Use It," *Ed Malinowski*

Ring Two: The Librarians Comment
"Some of My Best Friends Are Sales Reps," *Henry Stewart*
"Technology Sources You Never Learned in Library School," *Sue Martin*
"The Ethics (Yes, There Are Some) of Exhibit-Going," *Peggy Sullivan*

Ring Three: Bargaining and Bargains
"The Language of the Marketplace: A Glossary," *Scott Bullard*
"Budget Stretching: Remainder Books for Libraries," *C. Edward Wall*

Sideshow
"Life at the Conference Placement Center," *Margaret Myers*

345 LEADS/ Nine pages of employment notices and positions open.

306 IN THE NEWS
312 COMMENTARY
314 ACTION EXCHANGE
316 PERSONALITIES PLUS
378 FACILITIES & DESIGN
380 DATEBOOK
383 THE SOURCE
396 CLASSIFIEDS

Cover: Library exhibitors under the Big Top. Drawing by Roy Moody.

PAGE ONE

DOOMSDAY, many librarians feared, would be June 6, should the California voters pass the Jarvis-Gann initiative and thus reclaim up to 90 percent of property-tax funds supporting libraries. But for the thousands named in advance to be laid off, Gloomsday had already arrived. In almost every library in the sunny state, morale sank lower than the La Brea Tar Pits as the horrors escalated for a "yes" vote on Proposition 13. Some projected consequences of passage: Alameda County PL--closed, June 30. San Francisco PL--closed, June 30. Los Angeles PL--370 employees laid off, 16 branches closed. Los Angeles County PL--585 of 997 employees laid off, 45 of 93 branches closed, all other services curtailed.

Meetings, rallies, and literature by the ton have been produced by librarians and the many other public servants and citizens whose lives would be turned upside down by the initiative. In San Francisco, the mayor ordered the library to remove signs warning of the closing. Los Angeles city librarians, however, wore anti-J/G T-shirts and buttons on the job. "Some people are throwing things," LAPL's Wyman Jones remarked in describing the general havoc. Prop. 13, which would limit property taxes to 1 percent of the property's full cash value, was co-authored by Howard Jarvis, who believes that "Because 63% of public school graduates are illiterate anyway, they would have little use for libraries."

Some hope resides in a more balanced Proposition 8 which voters could pass, and a "doomsday" bill in the state senate (SB 1569) designed to offset the damage of Prop. 13 should it pass. But in the most recent California Poll before AL press time, only 39 percent indicated they would vote against J/G.

Librarian/editor Robert Alvarez, in his Administrator's Digest, expresses one interesting point of view: "If the J/G initiative doesn't pass, it may be one of the best things to happen to libraries in California. It is forcing librarians to think about their staff and services and facilities in a way they have never had to before."

FRONTAL NUDES. It's what's up front--before the public--that counts, reasoned a Stanislaus County, Calif., supervisor in mid-May when he suggested moving controversial nude paintings from the AV area to the main room of the Stanislaus-Modesto PL. Supervisor Haig Arakelian called the male and female nudes "trash." He said he'd received complaints about them, but lacked authority to tell Library Director Oscar Smaalders what goes in or out of the collection. The full County Board "suggested" the paintings be placed near the main entrance so the public could better make its feelings known to the librarian. Smaalders talked it over with staff and decided not to move the paintings (a temporary show by artist and professor Celeste Rehm) up front. But front or rear, the intellectual freedom question of the year comes to mind: if you've got it, can you be told to flaunt it?

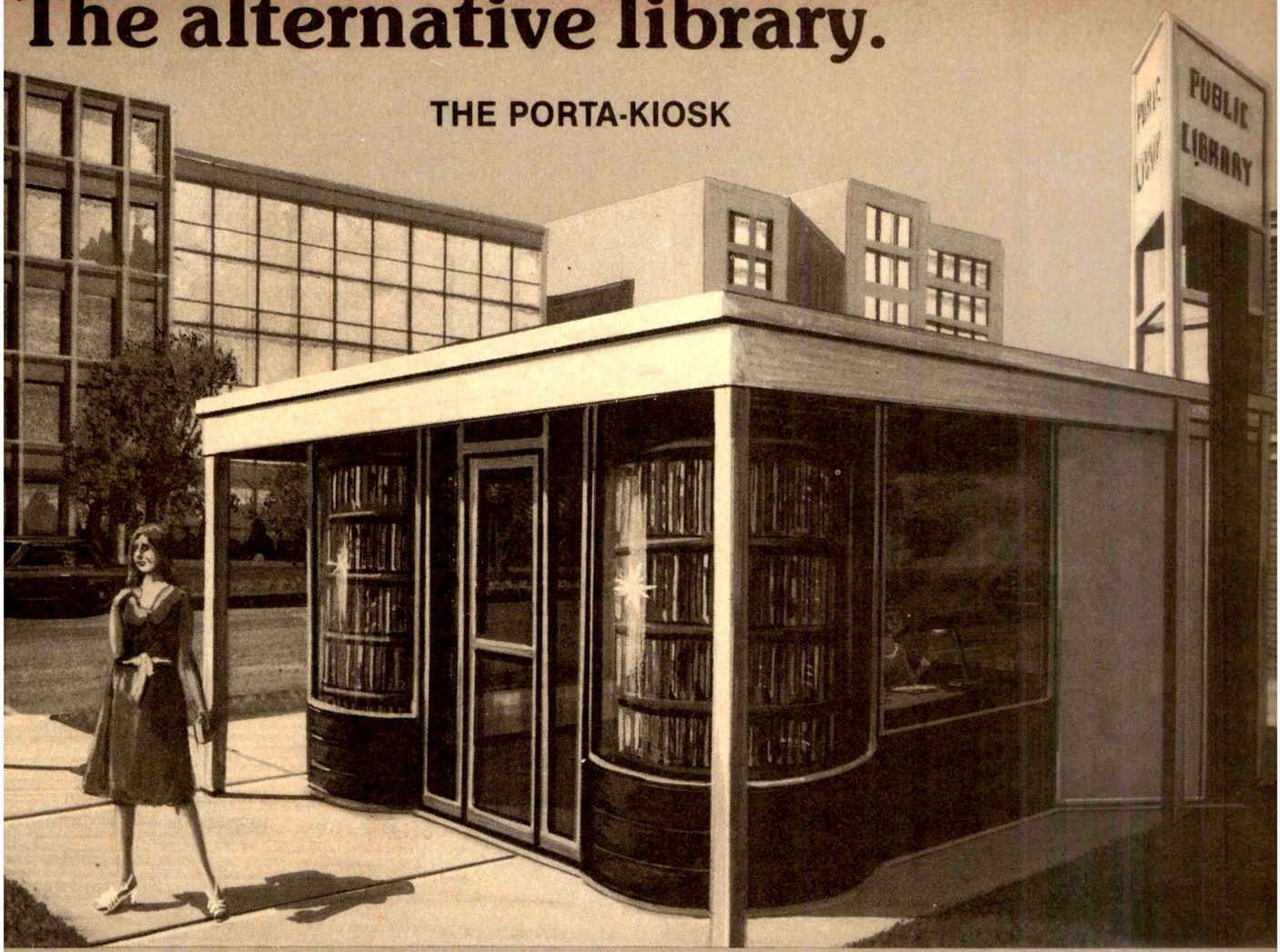
CLARA JONES NAMED NATIONAL COMMISSIONER. Among five new members named by President Carter to serve on the National Commission on Libraries and Information Science is Clara Jones, past ALA President, recently retired director of the Detroit PL and newly appointed Regents Professor at U. Cal., 1978-79. The other four names up for quick action before the Senate are Robert W. Burns, Jr., assistant director of libraries, Colo. State U.; Frances H. Naftalin, president of the Minneapolis PL Board; Horace E. Tate, a Georgia state senator and exec. sec. of the Ga. Assn. of Education; and Joan Gross of New York City, a Columbia SLS graduate with a school library specialty, active in political campaign work. Filling long-vacant posts of varying terms, the group as a whole should beef up the library power on NCLIS.

SHANK OPENS IN SUN VALLEY; STRONG ON FREE SERVICES, THE BOOK, LIBRARY FAITH. Incoming ALA President Russell Shank began shaping his 1978-79 road show in Sun Valley, Idaho, May 12, when he addressed the Idaho LA on "Where Did You Go? To the Library. What Did You Get? Nothing." Shank observed that basic library goals are being overshadowed by the latest means of achieving them. "One day we'll open the door and find only a network access terminal; someone will have forgotten to put the library there." Fee-based, packaged, boxed information makes the free, open library a "scary" concept to some, but it must not fall victim to the trend of self-support for public utilities. More than ever, citizens need a tax-based agency to make high-priced information available to all. Shank believes librarians can exist side by side with the information industry; however, if the library's only remaining role should come to be "the place where you go for a book--a medium that's lasted 428 years--then I believe we've got the best of it."

A HALF-MILLION TO EXPLAIN MEXICAN-AMERICAN HERITAGE may seem like big bucks for a library, but the Houston PL believes it's well worth it for its Project Ciudadano, which will draw $346,000 from NEH. Recent North Side riots underscore the city's need for better understanding among its ethnic cultures. Houston is now an NEH "learning center" library.

The alternative library.

THE PORTA-KIOSK



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A library should be more than a source of knowledge and entertainment. A good library is a center of learning and pleasure. A library is a place where advanced student and novices can casually browse.

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Sure, with perseverance, it will be built. But how many years from now?

More importantly, can the growing young minds in the neighborhood afford to wait? Sure, bookmobiles can help but they can't be there all the time—when they're needed.

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Special Report

Information Managers Organize As New Profession

by Nancy H. Knight

What does it mean to be NICE and PRIM in Washington, D.C.? More than 1,000 registrants found out when they attended the second annual National Information Conference and Exposition, held April 16–19 at the Sheraton-Park. The monumental task of NICE II was to educate, coordinate, and define the information industry for providers and users of information. The conference was sponsored by the Information Industry Association, a trade association of more than 100 companies selling products or services to meet the information needs of all segments of society.

For individuals who call themselves information managers, IIA has established a professional association named the Program for Information Managers (PRIM). During NICE II, PRIM held its first membership meeting.

Who are the information managers? While the exact definition of an information manager is still emerging, the term describes those who manage the flow of information in some fashion. An ideal information manager determines the kinds of information needed by an organization and selects the best possible technologies to produce, organize, enhance, and transmit that data.

Currently, information managers come from a variety of fields including but not limited to librarians, data processers, information scientists, archivists, and record managers. In the words of the draft statement prepared for the NICE II workshop on job classification for an information manager: "The information manager directs the information management program which, at a minimum, encompasses the coordination and synthesis of the functional activities associated with libraries and information centers, records and archival programs, reports control, forms management, word processing, printing and publishing, paperwork management, technical information programs, mail and message management, and copying and reproduction programs."

As this statement indicates, the definition and role of an information manager is very broad and subject to much discussion. Further refining will undoubtedly dominate conferences for years to come.

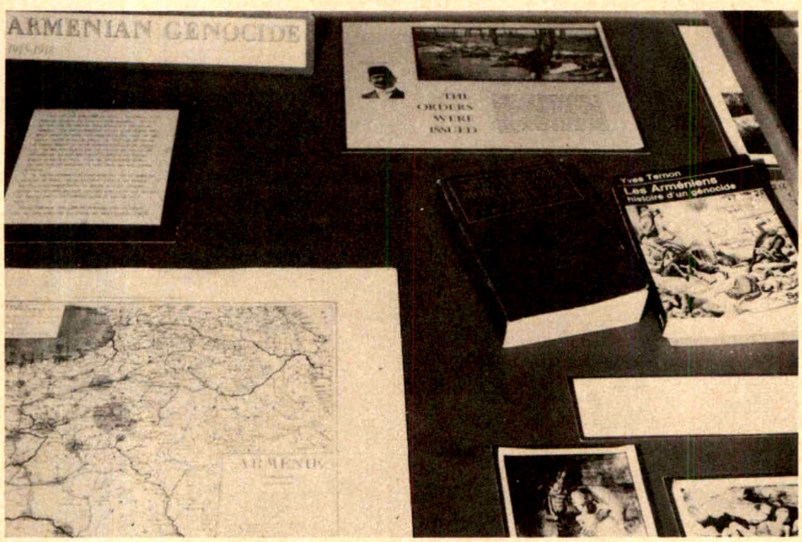
Several new publications take note of this new profession: *The Information Manager,* published by Rodd Exelbert, makes its debut with the June issue. On April 24 *Business Week* announced a supplemental report titled "The ABC's of Surviving the Information Avalanche." Sponsored by the 3M Company, it examines specific office information problems and suggests solutions (using 3M equipment, of course). In November, R. R. Bowker will publish a new directory titled the *Information Market Place 1978-79.*

Federal Category Proposed

Further evidence of the emergence of the profession is the consideration the U.S. Civil Service Commission is giving to a proposed job description of an information manager. At this time the federal government has no such category. The recommendation for a new occupational classification came from the Commission on Federal Paperwork. The commission's task was to study ways in which federal paperwork could be reduced and simplified. The commission found that government at all levels (federal, state, and local) has failed to coordinate its information activities. One reason for this failure, it is believed, is the lack of a category of employees responsible for information resources management. The information manager would be responsible for managing the information program.

NICE II provided a variety of sessions on new technologies and policies affecting the information industry. Some highlights:

- *Viewdata,* an information system developed by the British Post Office allowing home users to access a variety of



Berkeley Library Exhibit Draws Turkish Ire

To a library exhibits committee at the University of California/Berkeley, the Armenian cultural exhibition planned by the Armenian Students Association sounded "interesting and worthwhile." But when the exhibit opened in Doe Library March 10, Turkish students complained that the materials in the case pictured above were a distortion of history.

The Turkish consulate also protested. University Librarian Richard Dougherty agreed the genocide captions were "a political statement of advocacy" inappropriate to the library's exhibit policy.

The Armenian students had misrepresented the nature of the exhibit when they asked permission to set it up, Dougherty said. "If we were to exhibit materials depicting the Armenian Genocide," he explained, "the library should also have displayed materials that represented the Turkish point of view."

But after Dougherty had the showcase emptied March 20, the action became a Berkeley cause celebre. April 19, on the advice of the Academic Senate's committee on Academic Freedom, Chancellor Albert Bowker ordered the display remounted. "I'm not sure there was a violation of academic freedom," the chancellor told the *San Francisco Chronicle,* "but a full investigation . . . would take several weeks and last beyond the closing of the exhibit" April 30.

In a statement to the library press, Dougherty noted that neither the chancellor nor the committee had asked him why he removed the controversial materials.

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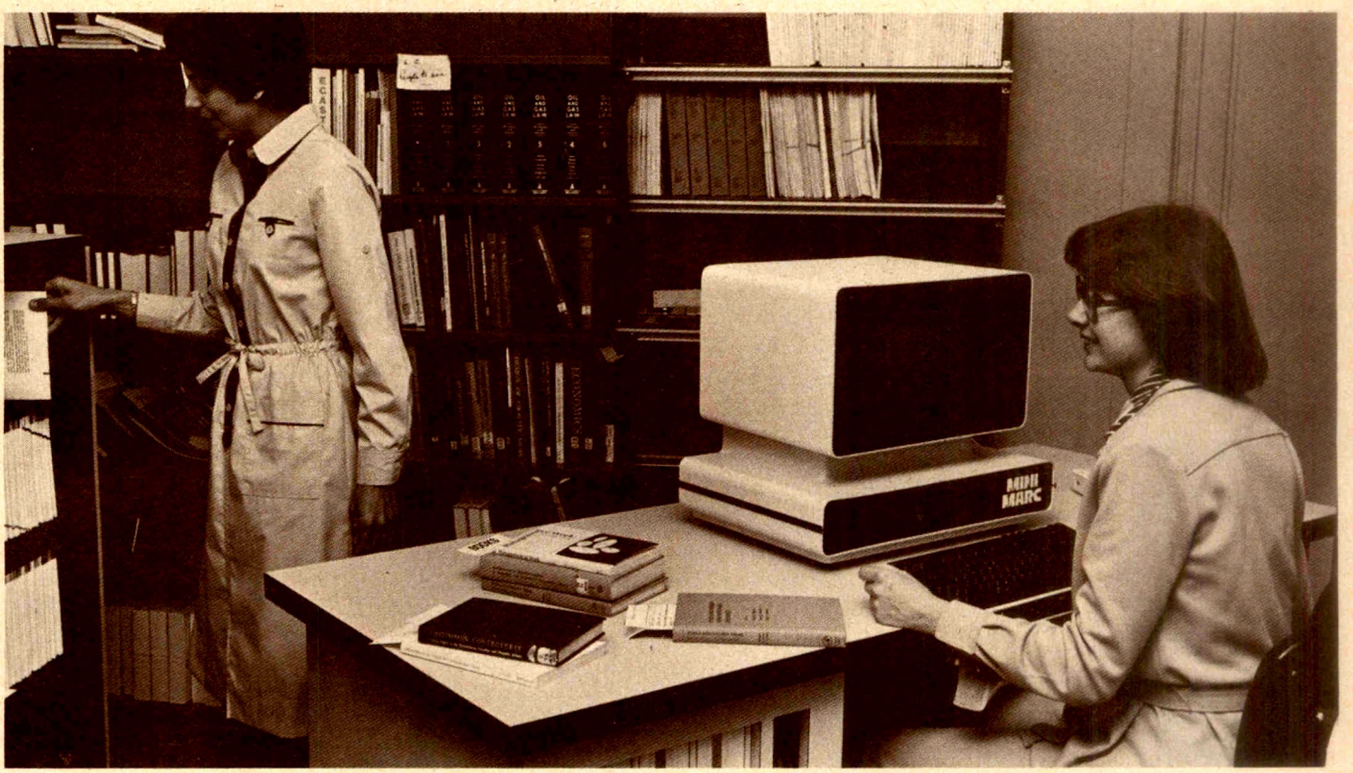

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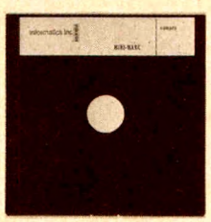

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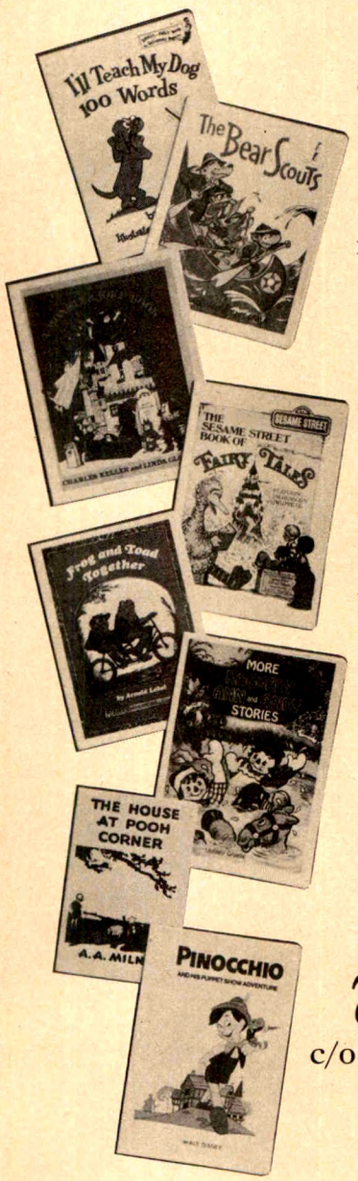
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data with a telephone call, will be introduced June 1. A television screen displays the data and viewers interact with the system by using a telephone keypad or special keyboard. Initially, Viewdata will provide 1,450 trial users with information on flight timetables, business news, travel information, buying and shopping guides, games.

• *Henry Geller,* recently confirmed as Assistant Secretary of Commerce for Communications and Information and responsible for the National Telecommunications and Information Agency (NTIA), pledged his interest and concern for a national information policy—and asked information manager executives for their support.

• *Copyright* privileges were illustrated dramatically at the workshop on Copyright/Document Fulfillment. The moderator announced that the session would be tape recorded (as were all sessions) and that copies of the tapes would be available for purchase immediately afterward. The panelists' response was unanimous: they pulled the plug on the tape recorder to protect the materials they were about to deliver.

The future of the information industry is crucial to librarians. The introduction of sophisticated, electronic equipment and technologies to produce and transmit vast quantities of data in minimal time may, in the future, be comparable to the introduction of the printing press. Librarians must be aware of these new capabilities and be prepared to use them to the benefit of their clientele. Whether one is called a librarian or an information manager is unimportant. What is important is that the information industry is booming and aggressive librarians are selling themselves as information people.

Major Consortium Votes for BALLOTS; Harvard Quits Group

In the austere year of 1974, the Columbia, Harvard, and Yale university libraries and the New York Public Library set up the Research Libraries Group. The consortium had three primary goals: to share collection resources, to avoid unnecessary duplication of acquisitions, and to establish a single, computerized bibliographic processing system.

Under Director James Skipper, RLG settled a small staff in Branford, Conn., set up a 4-person bibliographic center in New Haven, and began a series of studies and experiments designed to reduce costs and improve services for users.

For the last few months, a special RLG task force has been searching for an online utility on which to build a union catalog of machine-readable bibliographic information based on Library of Congress standards. Four contenders emerged: OCLC, Inc., the Bibliographic Automation of Large Library Operations using a Time-sharing System (BALLOTS), the University of Chicago Data Management System, and the New York Public Library system. After considerable research, site visits, and simulation studies, RLG's Board of Directors voted 3–1 in favor of BALLOTS. Harvard voted against it.

BALLOTS was originally developed by Stanford University for its own libraries in 1972, and now is used by academic, public, research, and school libraries (*AL*, May 1976, pp. 264–65). Skipper reported the RLG directors considered BALLOTS "more expandable, and the staff at Stanford were judged strong and capable."

But shortly after the decision, Harvard President Derek Bok wrote Skipper: "Our continued active participation . . . is not the most effective course for either Harvard or RLG." According to Harvard library director Douglas Bryant, Bok suggested the university become an interim member. When Skipper replied that status would not be feasible, Harvard gave the required six-months withdrawal notice, effective Oct. 24.

Separate Decision

"Harvard's withdrawal from RLG did *not* turn on the BALLOTS decision," Bryant explained to *AL*. "The important thing to note is the highly idiosyncratic nature of Harvard." Its 90-odd libraries have differing financial responsibilities, organizations, even bibliographic systems. "Our RLG partners were forbearing," Bryant continued, "but our efforts at participation weren't having a beneficial effect on Harvard."

Skipper told *AL* Harvard was unable to apply RLG programs in its local environment. "We're sorry to see the prestigious institution go, but it doesn't cripple our efforts in moving forward to join effectively with BALLOTS in creating a network for research libraries—nor does it imply that complex research libraries can't cooperate."

RLG directors set Dec. 31, 1981 as the date its members must begin using BALLOTS, but they may start immediately. RLG will cooperate with BALLOTS in establishing development priorities and attracting funding to support them.

BALLOTS does need "augmentation and expansion," Skipper said. RLG must work out a "memo of understanding" with Stanford to clarify its role. Stanford had promised to fund BALLOTS only through 1978 and is reportedly ready to turn it into an independent nonprofit entity. If logistic and other problems can be solved, Stanford may well become a member of RLG. —*L.R.P.*

LC Changes Explained

To interpret the background document on "Restructuring the Organizational Units of the Library of Congress" in the LC Information Bulletin of April 14, pp. 345–52, American Libraries sought the aid of Helen Dalrymple, planning assistant in LC's Office of Planning and Development. Her report:

The reorganization of the administrative structure of the Library of Congress is underway. June 5 is the target date for most of the affected units, July or August for Research Services. What does it mean for the Library itself and for the larger community of libraries throughout the United States? The reorganization signals:

- An openness to change, a willingness to look at old problems in new ways.
- A renewed emphasis on basic LC missions and on improved service to all of its users.
- A recognition the Library needs to do even more to make Congress, scholars, and other libraries aware of the richness of its collections and to make them accessible to a greater number of people.
- A need for the Library of Congress to find additional ways to work cooperatively with other libraries around the country so that, in an era of declining library resources, our combined resources can be stretched to the limits.

Some specifics

Administratively, the Library will be divided into two parts. One defines the Library's mission responsibilities (congressional research, copyright, processing, and service to the research community). The other provides central policy direction, administrative support, and national outreach coordination.

The new Center for the Book, the Council of Scholars, and a continuing effort to attract additional expertise will make a start at fulfilling the Librarian's hopes of making LC an even greater center for scholarship.

The biggest changes are in Research Services. In General Reference, a revamped reading room organization will concentrate on improved assistance to readers. A streamlined stack service will endeavor to find and deliver materials to readers as quickly as possible. Additionally, greater effort will be made to house materials in order and fill in gaps.

LIBRARIANS ARE YOU PROTECTED?

Does your library meet the requirements of the new Copyright Law?

The new Copyright Act effective on January 1, 1978, requires notices for 1) Interlibrary loans and, 2) Unsupervised copy machines to qualify for the exemptions of Title 17 USC 108.

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In Area Studies, an African and Middle Eastern Division will provide a new focus for an important field of scholarly research. And, once additional resources become available, an American Division will be created to exploit LC's incomparable Americana collections.

In Special Collections, a new amalgam, the Motion Picture, Broadcasting, and Recorded Sound Divisions, will take advantage of LC's already rich collections. It will also provide a home for the new American Television and Radio Archives.

Finally, everyone must recognize that a reorganization in and of itself is meaningless. Moving boxes around will accomplish nothing but confusion unless there is a willingness to make it work, to move the institution forward, to make it the kind of place where exciting and challenging things are happening. And there is every reason to be optimistic on this score as LC reorganizes.

ALA's Krug Wins Downs Freedom Award

On May 4 the faculty of the University of Illinois Graduate School of Library Science voted unanimously to present the Robert B. Downs Intellectual Freedom Award to Judith Krug. Since 1967, Krug has directed ALA's Office for Intellectual Freedom. She is also executive director of the Freedom to Read Foundation.

The award was established ten years ago to honor Downs, now dean of library administration emeritus. Each year, the faculty presents the $500 award to an important contributor to the cause of intellectual freedom. Last year, Irene Turin, librarian of the Island Trees School District of Levittown, N.Y., won the Downs award; in 1976 it went to Eli Oboler, university librarian at the State University of Idaho in Pocatello.

Krug's role in development of the controversial film *The Speaker* was not mentioned during the award discussion, library school director Herbert Goldhor told *AL*. The faculty members recognized Krug's contributions over a period of years.

"Everyone had his or her own reasons for chosing Krug," Goldhor said. "She has fought hard for the individual's right to read, see, and hear all. . . . For my part, I admire and respect the stand she took on the film. Her defense was logical, clear, and consistent with what we are interested in."

Krug will receive the award on Aug. 3 in Urbana.

Losers and Libraries Win Books in Lottery

Everybody wins in Wintario, the bimonthly lottery operated by the Province of Ontario. By law, all proceeds go to promote education and culture. And in a new spinoff called Half Back, losers are turning in their $1 tickets for 50 cents credit toward the purchase of Canadian books and magazine subscriptions.

In its first three months, the Half Back program has sold an estimated 250,000 books and serial subscriptions and introduced Canadian literature to thousands of new readers. "No medium permeates like Wintario," David R. Spence, director of the plan, told the *New York Times*. "The six to eight million tickets sold every two weeks are purchased in 85 percent of the homes in the province."

School libraries can also win. In the three-month experimental period, students in 300 schools collected 94,000 old Wintario tickets worth $47,000 toward the purchase of books for their school libraries.

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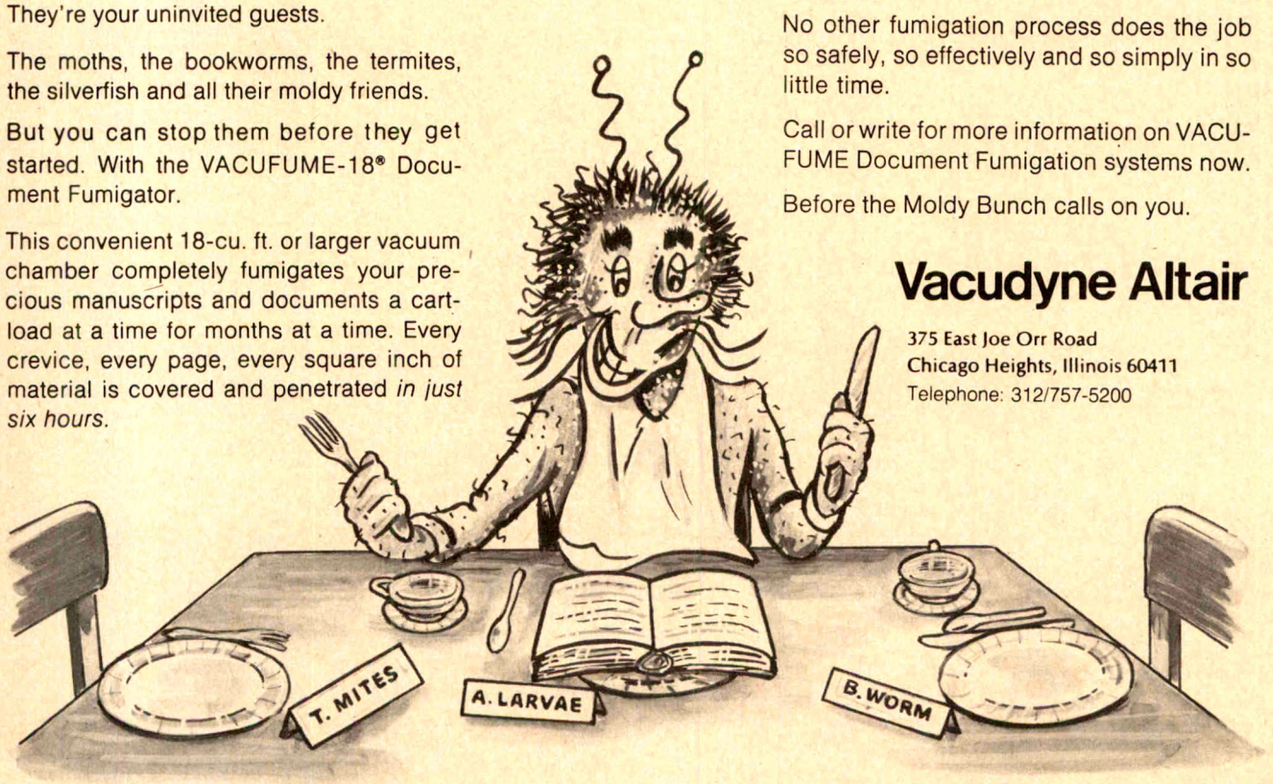

Fired Assistant Director Sues Norfolk Library; Asks $¼ Million in Damages

The latest annual report of the Norfolk (Va.) Public Library calls the winter of 1977 one of the harshest ever experienced by this community of 287,000 and the 10-branch library system serving it. For Betty G. Kohler, NPL assistant director since 1973, the winter of '78 was even worse; at the end of it she was fired from her post and is still trying to find out why.

She is also suing the library director, the city manager, and the library board for lack of due process and denial of freedom of speech to the tune of $125,000 in compensatory and $125,000 in punitive damages.

The firing, which was recommended to the city manager by Library Director Dean C. Gross, has drawn strong protests from most of the branch and department heads of NPL, which is the biggest public library in the state. Former staff members published letters in the local papers deploring the action and praising Kohler's qualities as an administrator. The Library Staff Association, in setting up a defense fund, resolved that "the services of Ms. Betty Kohler are too valuable to be lost."

Betty Kohler

According to Kohler, City Manager Julian F. Hirst told her only that her firing was "in the best interests of the library," without giving further cause. She believes, however, that the action was linked to a letter of Feb. 22 from 17 branch and department heads to Va. State Librarian Donald Haynes.

The letter alleged that "for the first time in our collective experience, a director has *volunteered* to cut staff." Gross had proposed cutbacks of 11 employees by attrition over the next five years, a reduction leaving the staff below "standards" or appropriate to the library's deficit budget, depending on whose argument prevails.

Kohler, who did not sign the letter, told *AL* she had nothing to do with it. She is known as an outspoken advocate of staff interests, however, and was quoted by a local paper as saying: "Mr. Gross muzzled me . . . and told me we could say anything we wanted to in the privacy of his office but could never question his decisions outside his office."

"And that meant," she informed *AL*, "never in staff meetings."

Fired from her directorship of the Rock Island (Ill.) Public Library for minority advocacy deemed inappropriate by the mayor, as she describes it, Kohler served with distinction under Norfolk PL Director Arthur Kirkby, according to former staffers. Kirkby retired in 1976, and Kohler served as acting director for five months during the search for a new head librarian. Kohler was one of the candidates for the post. Gross's last directorship was of a small library in Pennsylvania.

Covered by civil service regulations when she was hired, Kohler claims she was "arbitrarily" removed from that protection by ordinance in 1976 and never informed officially.

On the advice of the city attorney, Gross declined to comment to *AL* while the matter is under litigation. —*A.P.*

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COMMENTARY

PUTTING OUT THE IRE.

It appears that I inadvertently aroused the ire of Professor Tefko Saracevic (*AL*, May, p. 265) by my understanding or interpretation of a meaning that emerged from my reading of his and Professor Richard Palmer's papers on information science vis-a-vis library education. Since the interpretation was a combined one derived from the two papers and not simply from Saracevic's, it was, of course, mine alone. It could not have been a quotation nor a paraphrase from either paper. I thought that fact was clear from the manner in which I presented it in my article. Alas, it appears not to have been clear at all!

My suggestion for interested readers is the same as Saracevic's: The papers may be read in the ASIS proceedings, 1976 and 1977. Additionally, my article "Impending Change in Library Education" (*Journal of Education for Librarianship*, Winter 1978, 159–174) may be consulted for further insight.

Readers may judge for themselves whether my interpretation was reasonable. I believe that it was, and I stand on that. Nevertheless, as an admirer of Saracevic, I am sorry for not having written clearly enough to have precluded misreading or misunderstanding.

PAULINE WILSON
University of Tennessee, Knoxville

SO RARE AN EXCEPTION.

I just wanted to add my voice to the many who will, I expect, write in to praise Pauline Wilson's "Librarianship and ALA in a Post-Industrial Society" (*AL*, March, pp. 124–28).

It's gratifying to see recognition and prominence finally given to something other than tired rehashes of the same old issues. Wilson's article transcends the parochial confines of what too often passes as library literature, and, in a clear, logical, and cogently written essay, enables us to relate to current theories of social philosophy intelligently and meaningfully.

Congratulations to Pauline Wilson for writing the article, the Round III judges for awarding her the prize, and *American Libraries* for printing it! Would that articles of such calibre weren't so rare an exception!

RUTH TIGHE
NCLIS, Washington, D.C.

PEDDLING SNAKE OIL.

The MRAP people (*AL*, May, pp. 298–9) are peddling snake oil without saying what it will cure. In fact, they say that "you're better off going into MRAP if you don't have major problems." MRAP's requirement that 45–50 members of the library staff participate in the program makes it a very costly medicine, even extravagant, if there are no major problems.

If we knew what sickness MRAP would cure, we could decide whether we needed it or not and whether the cure is worse than the disease.

R. DEAN GALLOWAY
California State College, Stanislaus

CODE BUSTING.

I enjoyed Barbara Markuson's article in the April *AL* (pp. 205-11) on automated circulation as well as her survey for *Library Technology Reports* (July-Sept. 1975).

One correction, however. She suggests the reader ". . . examine the bottom of your bank checks for an example of OCR codes." These symbols are magnetic ink character recognition (MICR) codes rather than OCR codes. The reader will find an example of OCR codes on most gasoline credit cards and utility bills.

WILLIS M. HUBBARD
Stephens College Library, Columbia, Mo.

BALLOONIST HIGH ON LIBRARY.

I would like to express my appreciation to Greenburgh Public Library (Elmsford, N.Y.) for its assistance in helping me study and pass my Airman's Written Exam for a Private Pilot License, Lighter-than-Air, Hot-Air, Free Balloon Rating. At the time I took this exam I had never been in a balloon, nor did I know any balloon pilots who could help me in my studying. My husband was unemployed at the time, so bookstores were beyond my means, as well as any chance of enrolling in a licensed ground school. Thanks to the Greenburgh Library, I was able to find enough information on FAA rules and regs, weather, meteorology, and aerodynamics to pass the exam.

I know a lot of people regard a library as a place to find good novels, do homework, etc. But I want to be sure you know how important a library is for people like me who are too old to be in school, too "poor" to buy study materials, and yet who have real needs that only a library can fulfill.

RUTH F. SALZBERG
Pilot of "Aladdin"

IN DEFENSE OF "OUR BODIES."

It is obvious from Ronald W. McCracken's letter about *Our Bodies, Ourselves* in your April issue (p. 196) that he did not win the Grolier Award for supporting the intellectual freedom rights of minors. I question whether the libraries he envisions as being set back 25 years were ever ahead that much if they maintained YA collections organized on the basis of parental objections, staff protection, and "public relations."

Political expediency need not be "sanctified" in the name of the Grolier Award via McCracken's letter. Perhaps readers should have their faith in the integrity of the Grolier restored by the knowledge that Julia Losinski, the YA coordinator defending adolescents' access to the book, has also received it.

MARY K. CHELTON
Westchester (N.Y.) Library System

ONE-UPPING "HISTLISH."

The neologism "histlish" (*AL*, April, p. 200) brought to mind the titles of other innovative courses taught in these parts:

boohoo	(Books on Hooks)
catcall	(Calligraphy in Cataloging)
funsie	(Funicular Railways in the Sierras)
liblib	(Liberation for Librarians)
wawa	(Water (and its) Wastage)
weirdo	(Documents on Weirs)

As original as some of these are, none has the gut-power of "lishhist" . . . I mean, "hissedlished."

DICK ALLEN
Beatrice (Nebr.) Public Library

ONE STEP TOO FAR.

I was very disturbed by one proposed action of the California Library Association in its fight against the Jarvis-Gann initiative (*AL*, April, p. 187). Since the initiative would cut local property taxes by more than $7 billion, it is easy to see why the CLA decided to oppose the measure. Nevertheless, I do not think the CLA should urge librarians to give patrons handouts against the initiative or have such literature available in a conspicuous spot. That would be fine if the librarians also distributed literature supporting the initiative. My impression is that CLA has no such "balanced" distribution in mind.

Article 2 of the Library Bill of Rights is very clear about this matter: "Libraries should provide books and other materials presenting all points of view concerning the problems and issues of our times. . . ."

The CLA is certainly within its rights joining a coalition to battle the initiative. When it encourages a one-sided information campaign within libraries, it has overstepped its bounds.

Perhaps libraries have a special right to protect their existence. This would mean they could, as institutions, refuse to recognize any organization attempting to destroy them.

Of course, conservatives constantly use a similar argument to deny First Amendment protection to Communists and Nazis. The traditionalist right claims a free country has a right to deny free speech to any movement that would destroy the nation's liberties. . . .

I do not think the CLA wants to be compared to the staff of *National Review*—let alone the John Birch Society.

STEPHEN A. FULCHINO
Medford (Mass.) Public Library □

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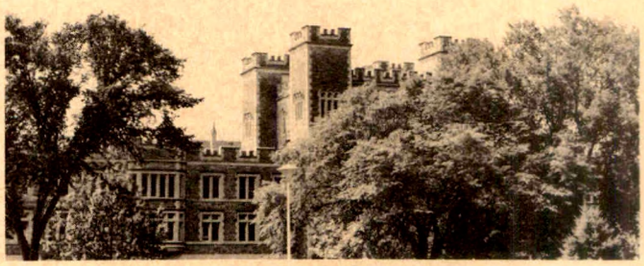

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ACTION EXCHANGE

"Small, impoverished libraries" can use your outdated BIP and PTLA

Q. What does one do with annuals such as BIP, PTLA, SGBIP, etc.? We live in an age when it is absurd to throw trees away, yet the recycling centers of Berkeley and Oakland will only take newsprint. ***Fraiser McConnell, Assistant Librarian, California College of Arts and Crafts, Oakland. (AL, Feb., p. 77.)***

A. Offer your annuals to small, impoverished libraries in the area. Community organizations, as an example, often have small libraries that could not ordinarily justify an investment in BIP, but would certainly find a free one useful. *Susan Terauds, McKinsey & Company, Inc. Dallas, Texas.*

A. My library is the largest in Berlin, Connecticut, and we often check when annuals are replaced to see if other smaller libraries could use them.

They are sent on the Connecticar statewide delivery system, which delivers and returns materials among the Connecticut public and college libraries. *Eugene Devlin, Librarian, Peck Memorial Library, Kensington, Connecticut.*

A. We put our outdated BIP, PTLA, and SGBIP in our annual book sale. To our surprise, they move right along with the rest of the books. Perhaps they are used for dried flower pressings—at any rate there is always a delighted customer! Books sell from five for $1 to $1 apiece, and the library reaps the benefits. *Joan Alcott, Reference Library, Owensboro-Davis County (Ky.) Public Library.*

A. It has been my practice to send selected titles, if no more than two years old, to other libraries in the state, usually smaller ones (public, regional, community college, high school and middle school) that often do not have adequate book budgets. I ship the books with or without query, depending on the wishes of the recipient, or I use a want list (my choice of *last* resort). We pay postage and handling. I also send an inventory ahead of the shipment.

If the material is more than two years old, I send it to the recycler, who does not restrict the format.

In addition to BIP, SGBIP, and PTLA, I have found a need for *Bowker Serials Bibliography, International Literary Market Place, Irregular Serials and Annuals, Literary Market Place, National ZIP Code Directory, Paperbound BIP, Publishers' International Directory,* and *Ulrich's.* *Peter Gerdine, Assistant Acquisitions Librarian, Virginia Polytechnic Institute and State University, Blacksburg.*

A. Call your nearest school library. Very few districts will buy BIP for the schools and yet we can get years of use out of the old ones: checking titles, authors, etc. for teachers and students and also getting publishers' addresses. *Sybilla Cook, Librarian, Winston-Dillard Public Schools, Dillard, Oregon.*

A. We school librarians in the Buffalo area are fortunate recipients of BIP and PTLA when the many branches of the university libraries receive the newest editions.

I have rarely found that a BIP or PTLA one year less than current is a problem for those who need it for publication information. *Carolyn Gwitt, Librarian, Sweet Home High School, Buffalo, New York.*

Q. A family of ravenous readers planning a year-long van/camping trip across the country asked me how they could keep reading without investing a fortune. . . . Any ideas? ***Cindy Infantino, Reference Librarian, Warren-Newport Public Library, Gurnee, Illinois. (AL, Feb., p. 77.)***

A. The ravenous readers might try locating stores such as the Bookrack, a franchise of used paperbacks. You can exchange two for one, or purchase cut-rate books. Our students find this a good source of current popular reading material as well as practical works. *Mary Lou Brown, Library Aide, The Webb School of Knoxville, Tennessee.*

A. Mail books to them c/o General Delivery in cities on their route and enclose return labels.

Give them a "library letter of credit" on their good borrowing habits asking librarians along their way to lend books to be returned by mail. *Marvin Scilken, Director, Free Public Library of the City of Orange, New Jersey.*

OVER TO YOU

Q. We're planning a project to increase the number of guide cards in our public dictionary catalog. Is there any systematic way to catch the major headings plus increase the number of guides per drawer? ***Kay M. Elliott, Head of Technical Services, Cowles Library, Drake University, Des Moines, Iowa.***

Q. Do any academic institutions charge a nonrefundable student fee in lieu of library fines for overdues? We are contemplating a change in our overdue policy and fear that a refundable deposit may not cover situations involving large amounts of money or books. We'd like to hear from librarians who have tried either procedure. ***Dorothy Kijanka, Assistant University Librarian, Fairfield (Conn.) University.***

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PERSONALITIES PLUS

Lynda Netherland:

. Louisiana's Latest Library Weapon

To the stereotyping eye, she looks too young, too small, too "charming" to be president of a state library association and to have led the scrapping for the first authorization of direct state aid to public libraries. But Lynda Netherland, who takes office in July as president of the Louisiana Library Association, has been scrapping most of her life for what she thinks is right. And the right direction now for her association, she believes, is greater unity for greater assertiveness.

"I ran because we think too small," she told *AL*'s Art Plotnik during the LLA's 52nd Annual Conference in Monroe. "We fragment. We lose the power to take some strong stands as an association." Lynda herself felt strong enough to run against the Louisiana State University librarian, and her victory was a just reward for the work she's done since 1974 as head of the LLA Legislative Network Committee. Still beating the bushes and bayous with State Librarian Thomas Jaques and other committee workers, Lynda can proudly claim a local library advocate assigned to every state legislator. In 1977, the network helped push through the first enabling authorization for direct public library aid, and by spring 1978 libraries were in the governor's budget for $1.5 million.

An Air Force child born in Shreveport, La., Lynda went to high school in Japan and earned her graduate library degree at LSU in 1966. In a tight market, she moved around to where the jobs were until 1972, when she "settled in" as director of the Bossier and Red River Parish Library. As a librarian, however, she has continued to move forward, and hers is now the state's only public library with special services to the deaf and one of the few offering direct services to the parish jail.

"We shape our services according to public demand and preferences, not by prescription," she says. "Sometimes that means involvement, which still isn't advocacy librarianship. We wouldn't take sides with the prisoners, but we'd fight like crazy for their library service."

And when Lynda fights—as young, as lightweight, and as engaging as she truly is—watch out. She's good at it. □

Ethel Swafford:

Reaching out in the Valley

When Ethel Swafford moved to the Rio Grande Valley to direct the McAllen Memorial Library in 1965, she had a one-story building of 5,000 square feet, a staff of three, a collection of 20,000 books, and a predominantly "anglo" clientele—in a Texas border county that is 80 percent Mexican-American.

Almost immediately, the energetic Swafford, an Austin architect's widow with experience in university, state, military, school, and public libraries, set about to create change.

Today, she greets visitors in a third-floor office decorated with Mexican folk art and pictures of her two grandsons. To serve all of the town's 55,000 residents and thousands of winter visitors, she has enlarged the original library twice, to 40,000 square feet; she has surrounded it with subtropical plants; her staff totals 40, with eight professionals; in her bilingual collection, now being cataloged on Computer Output Microform, are 115,000 books and all the latest audiovisual materials and equipment; and 52 percent of her card holders have Spanish surnames.

How did she do it? With calm intelligence, good humor, and tact. McAllen's non-Mexican-American population has always supported the library, set up by a study club in 1932 as a book nook in the Chamber of Commerce. But Swafford had to work hard to win the Mexican-Americans, who were once as welcome as blacks in Deep South libraries before integration.

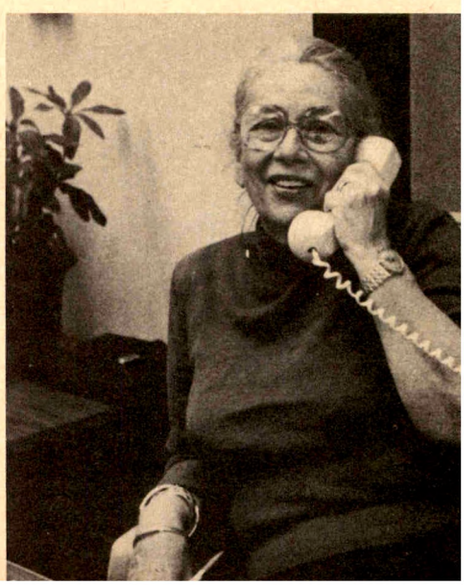
Swafford recalls hearing one of her clerks remark, after checking out books to a Mexican-American, "I hope I never see any of them on *our* side of the counter." Since then, Swafford has trained a number of Mexican-American library assistants; one of them, Maria Herrera, now directs the library in the nearby town of Donna.

Beginning in 1968, Swafford won her first LSCA Title I grant to build McAllen's ½ shelf of Spanish books into a representative collection and publicize it in the Spanish-speaking community.

Swafford also inspired the founding of the Hidalgo County Library System in 1973. Now headquartered in the McAllen Memorial Library, it is a vigorous group of eight cooperating public libraries with innovative, one-to-one outreach services to their patrons.

"Automated circulation is in McAllen's next budget," Swafford told *AL*'s Lois Pearson, side-tripping from an Austin assignment. "That will be easy, with COM." What next? "Oh, we must double our meeting room—now we have to show films twice. We'd like to take over the rest of the block, to have space for exhibits and a genealogy room."

At her home not far away Swafford reads, paints, and tends her garden and Pedro, her German shepherd. □



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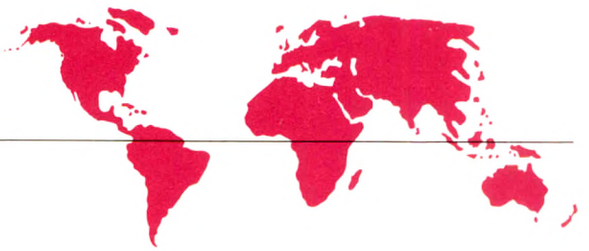

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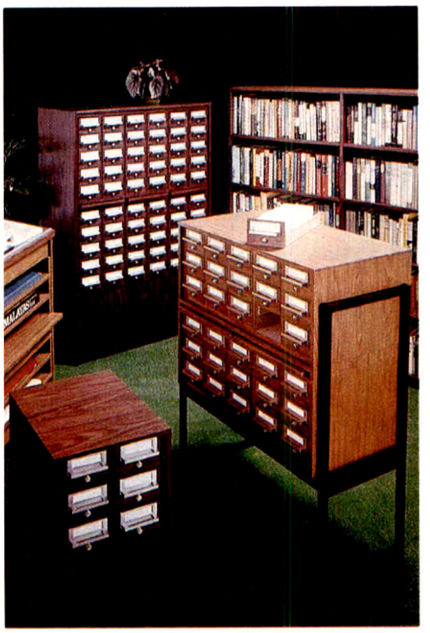

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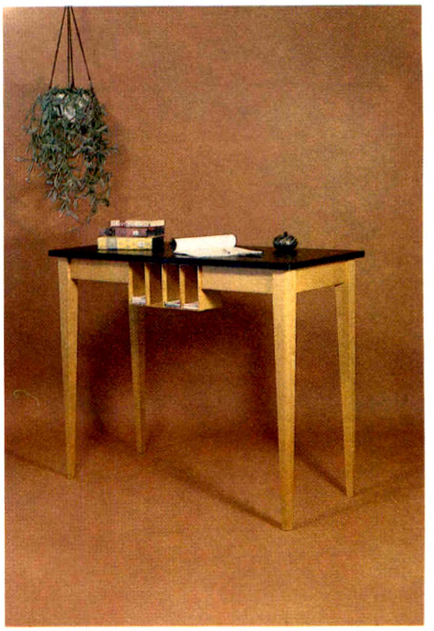

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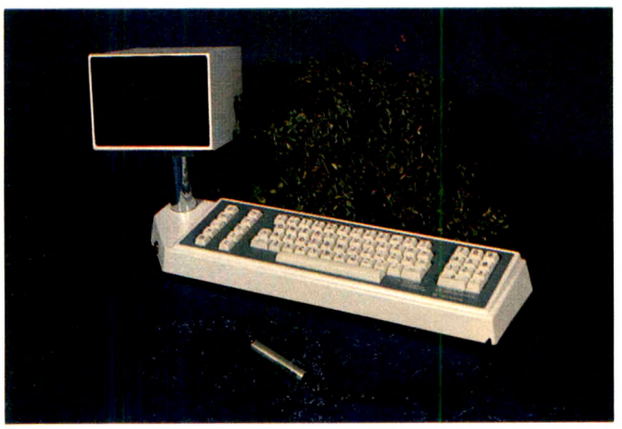

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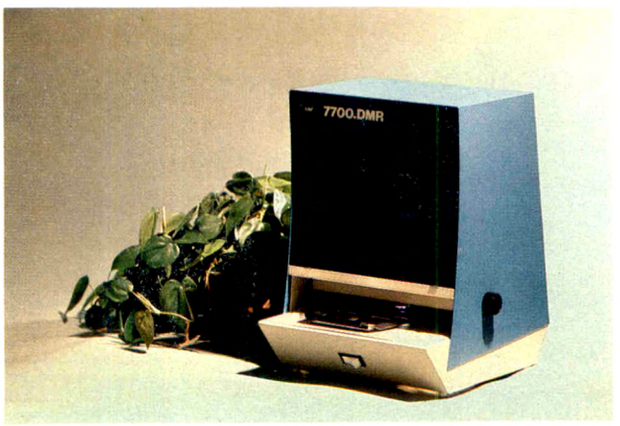

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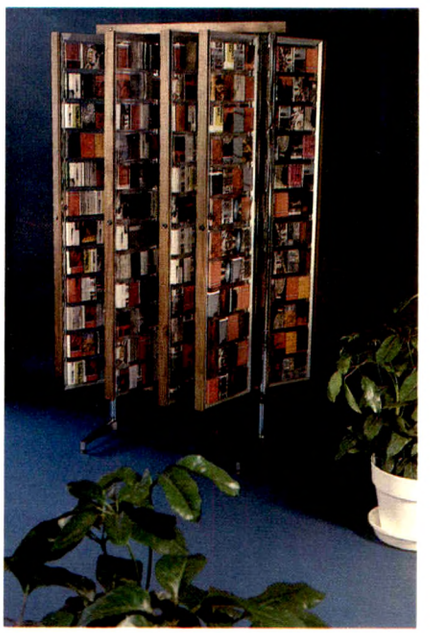

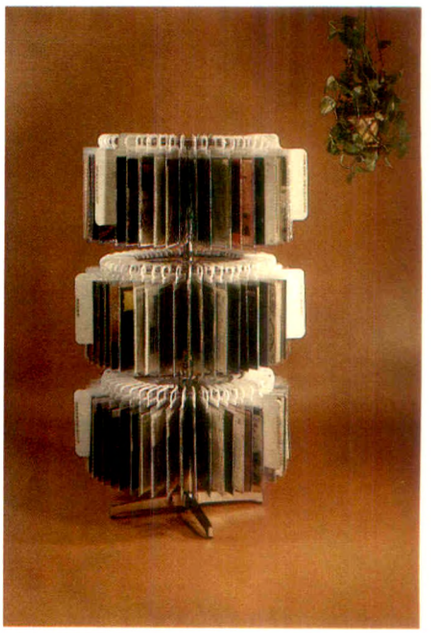

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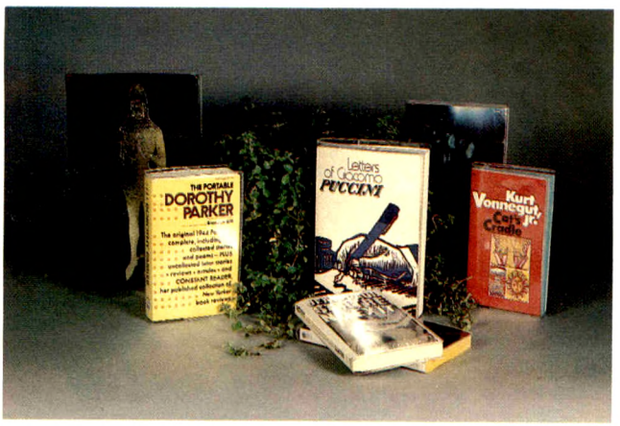

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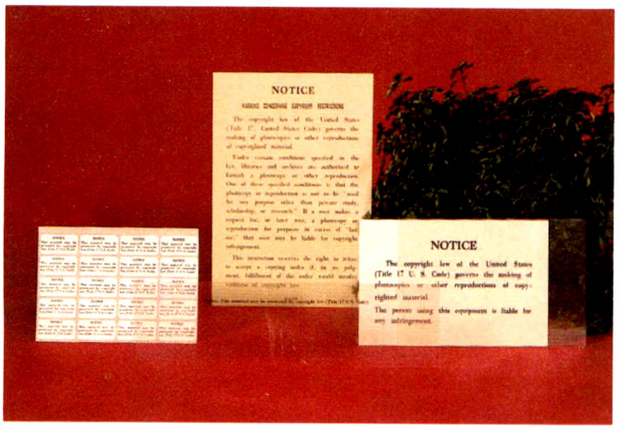

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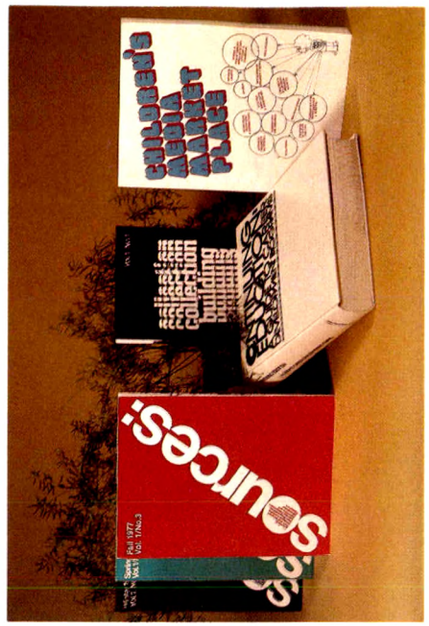

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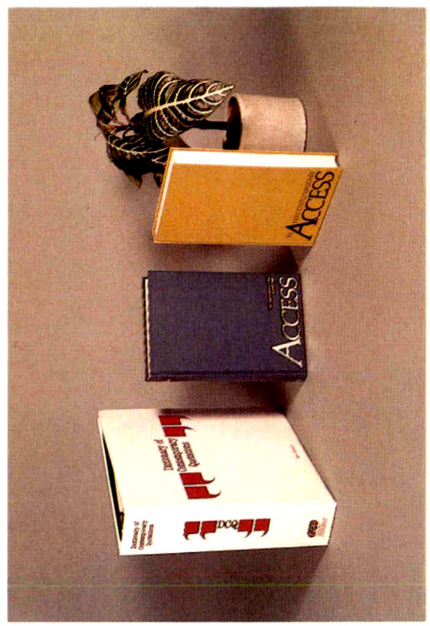

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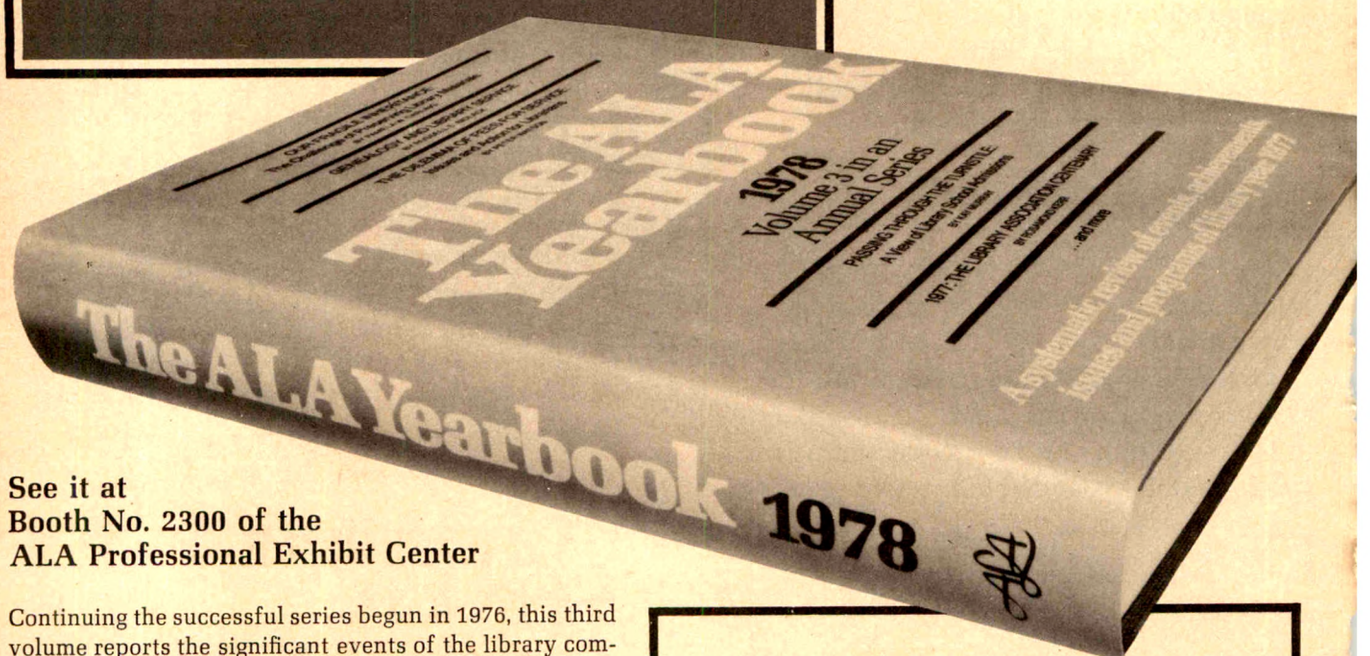

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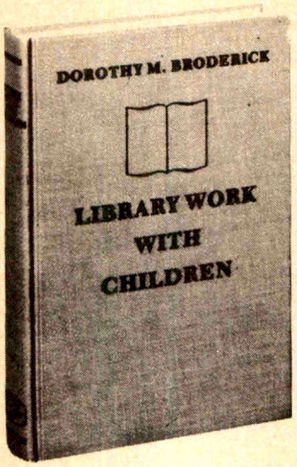

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x, 197 p. 1977. (0-8242-0620-7). $10, U.S. and Can.; $12, foreign.

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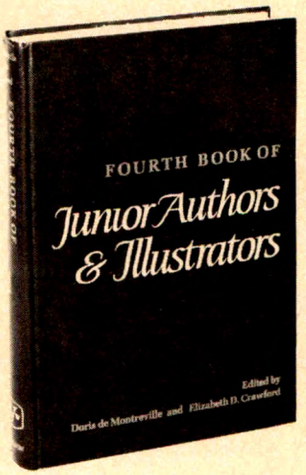
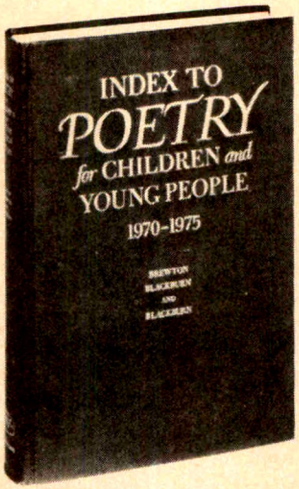


This is the latest volume in the *Junior Author Series*. In the style of its predecessors, *Fourth Book of Junior Authors* consists of autobiographical and biographical sketches of the men and women who create books for young people. The 243 authors and illustrators in the *Fourth Book* have come to prominence since the *Third Book of Junior Authors* was published in 1972. They were selected by the editors after consultation with noted librarians and specialists in the field of juvenile literature. Many of those included are winners of national and international prizes for their books. Accompanying each sketch is a list of selected works and sources of other biographical information.

viii, 370 p. pors. 1978. (0-8242-0568-5). $17, U.S. and Can.; $20, foreign.



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John E. Brewton, G. Meredith Blackburn III and Lorraine A. Blackburn

Like Dr. Brewton's previous volumes, this index covers over 10,000 poems that are found in 109 collections published in the period 1970-1975. A panel of children's librarians and specialists in children's literature chose the collections for indexing in this volume. Organized in a single alphabet, the index provides an efficient method of locating poems through a variety of access points: title, irst line, author, and subject. Also included are a directory of publishers and distributors, and a list of all collections indexed with an analysis of contents and approximate grade level.

xxx, 471 p. 1978. (0-8242-0618-5). $20. U.S. and Can.; $23, foreign.

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Thanks to Library Editors—

Nobody Knows the Troubles I've Seen

"Do librarians really wish to pretend that the '60s never happened?"

by Gordon McShean

What caused journal editors in the late '60s to play up stories on censorship? There is as much censorship now as then, but editors are much more likely to print pieces on the need to protect minorities or minors from free-expression-run-rampant. Contrariwise, they are just as likely to ignore stories about "troublemakers" who insist on reminding people that librarians are supposed to be against censorship.

What caused some librarians to defend "professional ethics" and confront the censors in the late '60s? Some are still doing it, but their struggles are less effective now, for support—both from the media and from their colleagues—is lacking. Admittedly, the '60's support was mainly words; but even the words are in short supply now, partly because of disinterested editors, editors who think librarians (and others) could care less.

Those who defended libraries against the censors in the '60s have been taking their lumps in the job market for ten years or more; or else they've shown they were simply idealists who've now made the necessary adjustments to reality. Editors seem to think people would rather not hear now about those who were involved in such shenanigans.

Editors have an awesome responsibility. How they view their specialized fields is often taken for reality. The readership, however, seldom remembers how such "realities" may differ over a span of ten years or so. The rewriting of history is quite effective on the subject of censorship. Society—and the ordinary librarian—apparently supports today's suppression of news of the struggle against censorship. If there is no such news, there is no struggle.

Gordon McShean found trouble in the late '60s when he read "hippie poetry" at the Roswell, N.M., library he directed. His further troubles with library censors are recounted in his third book (see editor's note). He is currently working on a second master's degree, in public administration, at the University of San Francisco.

Troublemaking at Our Own Expense

In the late '60s, a number of librarians made big headlines while losing their livelihoods in the cause of intellectual freedom. Their troubles often came to the floor of ALA conferences, and the debates were heated. In one, conservative voices opposed defense funds for benighted colleagues, insinuating that somehow troublemakers would be subsidized for conference attendance. Subsidized! I had come to that very conference at my own expense, riding cross-country in a car with nine other people and sleeping with a dozen others on a floor.

McShean's "ignored" book is reviewed by a library editor on the following page.

These were the good old days, when the debate was still permitted. Now the rules have changed. People are embarrassed when someone says we have censorship problems. A consensus has been reached: there isn't really any intellectual freedom crisis, there are just crackpots on both sides; nice people don't pay any attention to them. Editors have agreed to play down anything like that. Ah yes, articles on a possibly offensive, ALA-sponsored movie give some semblance of serious concern. But who are they kidding? What games are being played while real censorship is practiced by librarians and their journals?

In the '60s and early '70s, journal editors gave plenty of space to a number of censorship controversies later covered in my book, *Running a Message Parlor: A Librarian's Medium Rare Memoir About Censorship* (Ramparts Press, 1977). Like a few others, I was then an impoverished celebrity; I managed to hold a couple of responsible, out-of-the-way library jobs for some years after my particular controversy. My support for others who'd fought similar battles made finding new posts a little difficult, however. In my book I write about these others, who became less and less accepted in the profession as conservatism became more blatant.

Splash or Thud?

In what book, you ask? Surely literature concerned with the most important professional matters gets reviewed? A book about something as volatile as the '60s censorship cases *must* be making a splash somewhere in the profession, even if to be blasted as an awful job! What book, you ask? Well may you ask: despite publisher's review copies, special mailings, and other notices to professional journals (and to the popular media), the book has been ignored.

Why?

Does the struggle against censorship go against today's "reality"? Do librarians really wish to pretend that the '60s never happened, and that the '70s are somehow nicer because people are ignoring principles and avoiding controversy? Their professional journal editors seem to think so.

What will the cost be to society if editors are encouraged in this folly? Never mind the cost to individuals who become victimized by this suppression.

What will the cost of such suppression be to librarianship as a profession?

Will the public suddenly realize that librarians (and their journal editors) are a hypocritical, parasitical class which has too long pretended to champion public freedom of access to information? Or will they simply welcome librarians into the swelling ranks of those who deny the tragedies of recent history, never thinking of the consequences of having to repeat them? □

Editor's Note and Review

McShean, Gordon. *Running a Message Parlor.* Palo Alto, Calif., Ramparts Press, 1977, 237 p., $11.95, 77-72737, ISBN 0-87867-068-8.

McShean, at least in this memoir, is not an overwhelming writer; his flashiest adjective is "very," his characters are plasterboard, his jokes are flaccid, and his short reach for verisimilitude only weakens the impact of his true history.

But don't go away. There's something about this story as gutsy and significant as the character of the author himself. For McShean is a fellow who, when he develops a strong enough conviction, very mildly sticks it in your face; and somehow, like it or not, it stays there.

In 1966–67, when citizens of Roswell, N.M., used every threat in the book to prevent McShean from reading "hippie" poetry in his library, McShean stuck it to them anyway. About three-fifths of *Message Parlor* recounts the incredible-but-true events from his arrival in Roswell to his sad departure. The rest finds him in the heat of library conferences and causes around the country, always haunted by the grim verities of Roswell, always stalking the evasive community of free-spirited library patrons, and almost always—with his brave wife, June—broke.

The Roswell story has to be one of the classics in the annals of library censorship—a real "Town Without Pity." For the good of history, it's fortunate McShean had the courage to reassemble the painful details. But the strength of *Message Parlor,* intellectually, is McShean's indictment of some of the biggest mouths in "library freedom," people and groups, who, when the chips are down, are frozen and mute. (In case you're wondering, McShean gives the ALA a "B" for effort, "C" for effectiveness.)

Not every author whose book goes by unheralded gets a second chance in "On My Mind." I don't know McShean well, but his actions and antics were still fattening the pages of the national library press when I joined it in 1969, and I must confess a small sense of debt. On its own merits, however, his "On My Mind" has the good old stick-it-to-'em quality of vintage McShean, and recalls an act I shall never forget at the ALA Midwinter in Los Angeles, 1971. Two policemen of the International Conference of Police Associations were meeting with librarians over *Sylvester and the Magic Pebble,* the children's book depicting a policeman in the character of a pig. After an amicable discussion and as a gesture of goodwill, the beefier of the two officers pinned a small pig emblem on the librarian chairing the meeting. McShean, in control up to then, leaped up and offered *his* version of goodwill: he pinned a clenched-fist emblem on the startled officer. McShean sticks it to 'em again! We captured it in a photo (*Wilson Library Bulletin,* March 1971, p. 623) . . .

. . . And it's in the book. — *A.P.*

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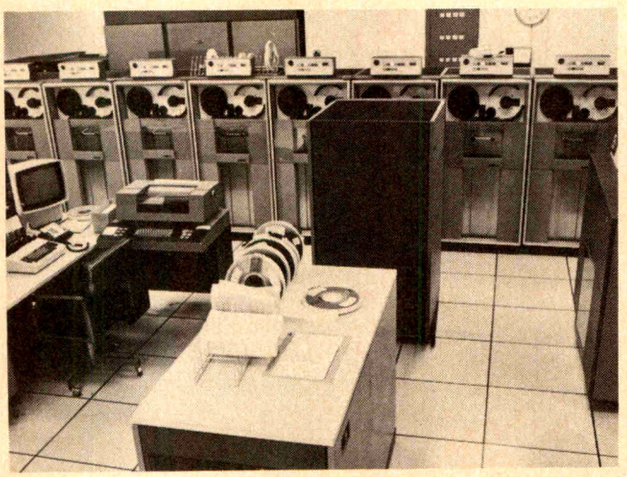

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Lee Balterman

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To the nation's citizens, all of whom are invited to Libraryland's biggest annual event, our official advice is *don't make the same mistake.* The President was unable to accept an offer to speak at ALA; but Arthur Schlesinger, Jr., and scores of other outstanding personalities are lined up and ready to make this Conference one of the fullest and best balanced in ALA history.

Out of some 2,000 meetings and programs during Conference week will emerge the most up–to–date views—from the outside and within—of librarianship and its major issues, as well as a special look at the library role in national information policy.

Nothing can parallel the variety of information and number of personal contacts available at an ALA convention of some 13,000 participants.

On the following pages you'll find a guide to the special features of the Conference and notes on more than 50 selected program meetings. Sunday and Monday are the big program-packed days. Plan ahead, but be flexible.

For relaxation, the 97th Annual offers an embarrassment of choices, especially on Sunday evening: the Junior Members Round Table's "Sunday Night Fever" disco dance at the Park West vs. Baker & Taylor's 150th Anniversary Open House at the Art Institute vs. two divisional galas. The President's Program runs part of the same evening.

Add to the overall picture the joys of Chicago's eating places, parks, and cultural attractions, and the message is clear:

Jimmy—you're missing a beaut.

Oak Street Beach: Free, friendly, and ten minutes from the Conference site. Take two hours, a 153 bus (Congress & Wabash) and a dip in clean Lake Michigan.

97th Annual Conference: Special Features & Tips

Note: Be sure to check the official conference program for locations and possible changes in scheduling.

Getting to know you/us

More than an orientation, "Welcome to the Windy City" on Saturday, 6/24, 2-4 p.m., will feature a slide show on ALA, and a "Meet the Press" special, starring the editors of *American Libraries, Library Journal, Wilson Library Bulletin,* and *Unabashed Librarian.* Bring your dancing shoes, too. Sponsor: the Junior Members Round Table with the ALA Membership Committee.

A hospitality suite for new members is another friendly gesture from the Membership Committee. Located in the Palmer House, it will rest, refresh, and acclimate new members dropping in 6/24-26 from 10 a.m. to 6 p.m.

Getting to know ALA will be 20 persons assigned to conference tasks under the Students to Chicago program. ALA pays housing and meals, the library schools select the students and pay transportation.

The MUST meetings

ALA is what its Council says. See and hear the action on Sunday, 6/25, 4:30-6 p.m.; Tuesday, 6/27, 8 a.m.-noon; and Thursday, 6/29, 2-4 p.m.

Membership meetings are the conscience of ALA. The stream of "conscienceness" runs Monday, 6/26, 8:30-10:30 p.m., and Thursday, 6/29, 8 a.m. to noon.

The President's Program under Eric Moon is a noble attempt to achieve something more meaningful than an hour of high oratory. With help from others, Moon will be striving "Toward a National Information Policy" Saturday, 6/24, 4-6 p.m.; Sunday, 6/25, 8:30-10:30 p.m.; and Wednesday, 6/28, 8:30-10:30 p.m.

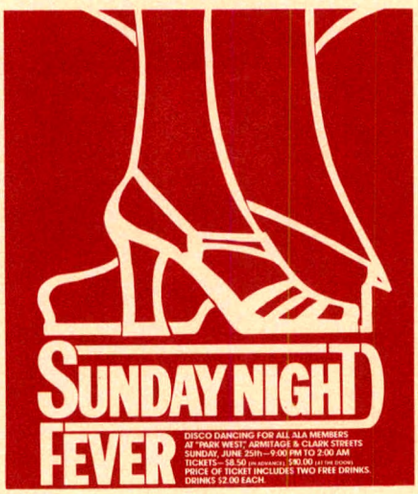
Even if you didn't reserve a place at the Inaugural Banquet, Thursday, 6/29, 7:30-10:30 p.m., chances are you can sit in on the awards ceremonies and the inaugural address of Incoming President Russell Shank.

The super socials

The 97th Annual, straining under the weight of its educational content, is lightened by an unusual number of gala social events.

The All Conference Reception takes place in the renovated Cultural Center of the Chicago Public Library on Saturday, 6/24, 7-9 p.m. All conferees are invited, and those who haven't seen the fabulous $12-million facelifting of this national historic landmark are in for a special treat. Those who have been there before will find it as pleasant as ever sipping refreshments under the Tiffany domes.

"Sunday Night Fever" features disco dancing a la Travolta, for those whose legs are up to it, and for the rest of us an evening of high excitement in a very classy setting: the Park West. Here, in a neighborhood of park-view high rises, is the big, glitzy theater club that hosts the biggest names in show biz on their Chicago swing. The sponsoring Junior Members Round Table promises good entertainment for all ages, and good deeds with its proceeds. Brodart is supplying shuttle buses free from the main hotels. 6/25, 9 p.m.–2 a.m.



Baker & Taylor asks a little help in the celebration of its 150th Anniversary, and who could refuse them? They want conferees to join B & T executives and staff amidst the magnificent collections of the Art Institute, anytime between 9 p.m. and midnight on Sunday, 6/25. The galleries will be open, and there'll be wine, cheeses, and hors d'oeurves at several aesthetic locations, including the outdoor court. Music, too, for listening or dancing. The Art Institute is a couple of blocks north of the Conference site on Michigan Avenue.

In lieu of an honors luncheon, the American Association of School Librarians is hosting an "AASL Rendevous: Honors with a Touch of Class" with music, cocktails, and buffet, Sunday, 6/25, 7-10 p.m., in the Gold Room of the Pick Congress Hotel. Awards at 8, and special recognition of student members. Tickets at the Conference are $7, sold through 6/24.

People who love (young) people are the happiest people in the world. The ebullient members of the Young Adults Services Division will gather Sunday, 6/25, 6-8 p.m. in the Red Lacquer Room, Palmer House, for cash-bar cocktails and munchies. Any others who love young people are cordially invited.

REGISTRATION: 10 a.m., Friday, June 23, to 5 p.m., Thursday, June 29, in the Conrad Hilton Hotel. (See Program.)

International visitors will be guests of the International Relations Round Table and Blackwell's of Oxford, England, at a reception in the Field Museum on Monday, 6/26, 6-7 p.m. International guests pick up tickets at the IRRT hospitality desk; other conferees may purchase tickets at $5 each from the ALA meal ticket desk. Buses to the great natural history museum will depart from the Hilton at 6 p.m.

All conferees are invited to mingle with the cream of the state library agency crop over cash-bar cocktails Monday, 6/26, 10:30 p.m.-1 a.m. in the Williford Room, Conrad Hilton. Cosponsored by the Association of State Library Agencies and Chief Officers of State Library Agencies.

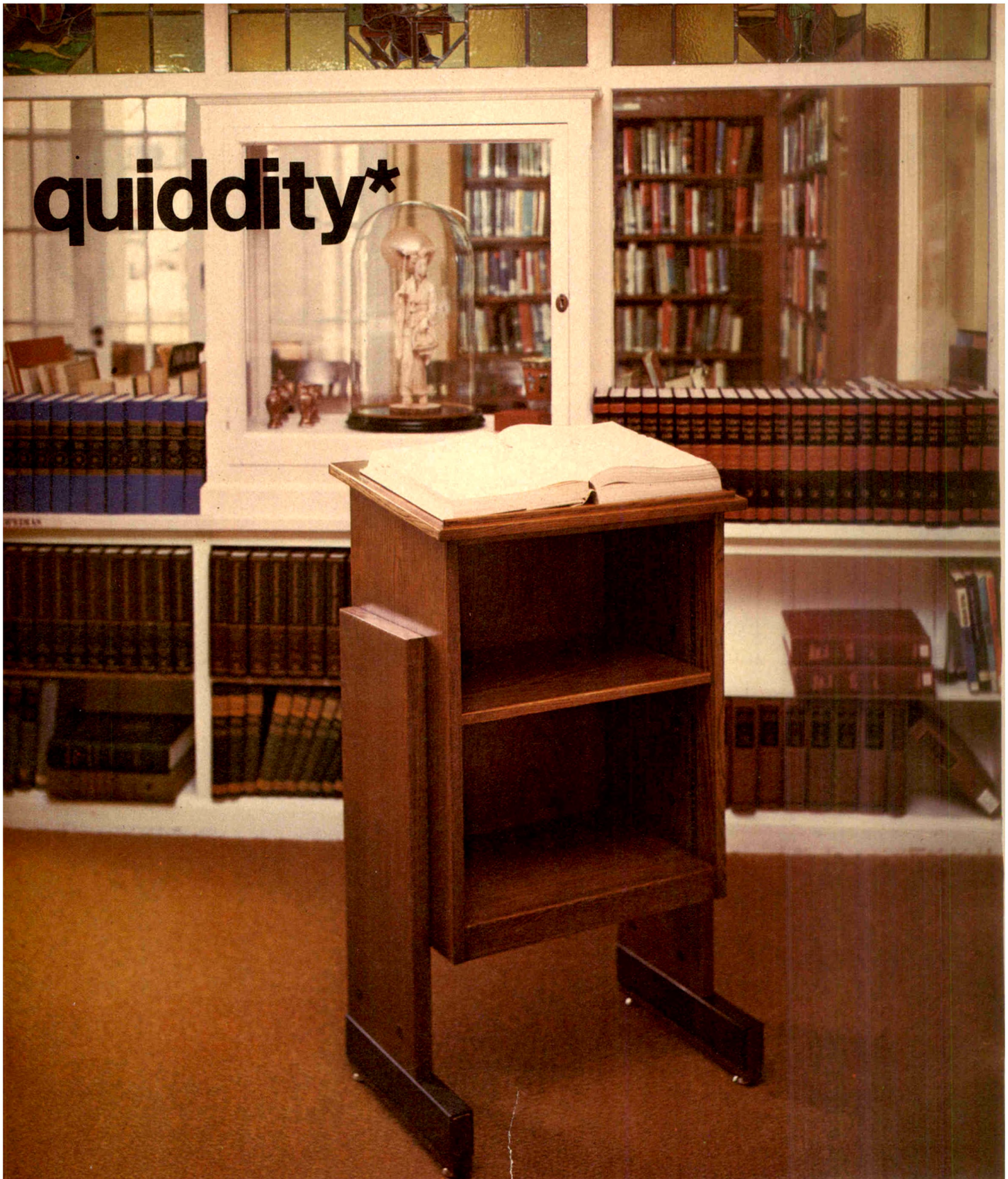
Five famous meal events

Someone will ask you in 1988 what the five most celebrated meal events were at the 1978 ALA Conference. Whether you've reserved your tickets or not, you'd better know:

- The Newbery-Caldecott Awards Dinner, Tuesday, 6/27, 7:30-10:30 p.m., honoring Katherine Paterson and Peter Spier, sponsored by the Association for Library Services to Children;
- The Exhibits Round Table dinner, Sunday, 6/25, 5-9 p.m., featuring Erma "What Am I Doing in the Pits?" Bombeck;
- Arthur M. Schlesinger, Jr., speaking at the Friends of the Library luncheon Sunday, 6/25, noon-2 p.m. (Tickets may be ordered in advance up to June 15. Check or money order of $9.50 payable to ALA, send to sponsoring LAD/PRS Luncheon, ALA, 50 E. Huron, Chicago 60611);
- Oxford University Press's 500th Birthday luncheon, Monday, 6/26, noon at the Chicago Public Library Cultural Center. Oxford's Robert Burchfield speaks, the Reference and Adult Services Division sponsors;
- Anne McCaffrey on "Why the Lady Rides a Dragon" at the Young Adult Services Division author luncheon, 6/26.

RED HOT

ALA's Intellectual Freedom Committee, coproducer of *The Speaker,* has voted to reexamine its statement of responsibility, and invites all interested ALA people to participate in hearings on the subject Saturday, 6/24, noon-4 p.m., in Parlor 415, Conrad Hilton. Many recent issues have inspired a new look at the 1970 statement.



*- (LOOK US UP, TOO)

ALA 97th ANNUAL CONFERENCE JUNE 25-28 BOOTH 1602-04-06

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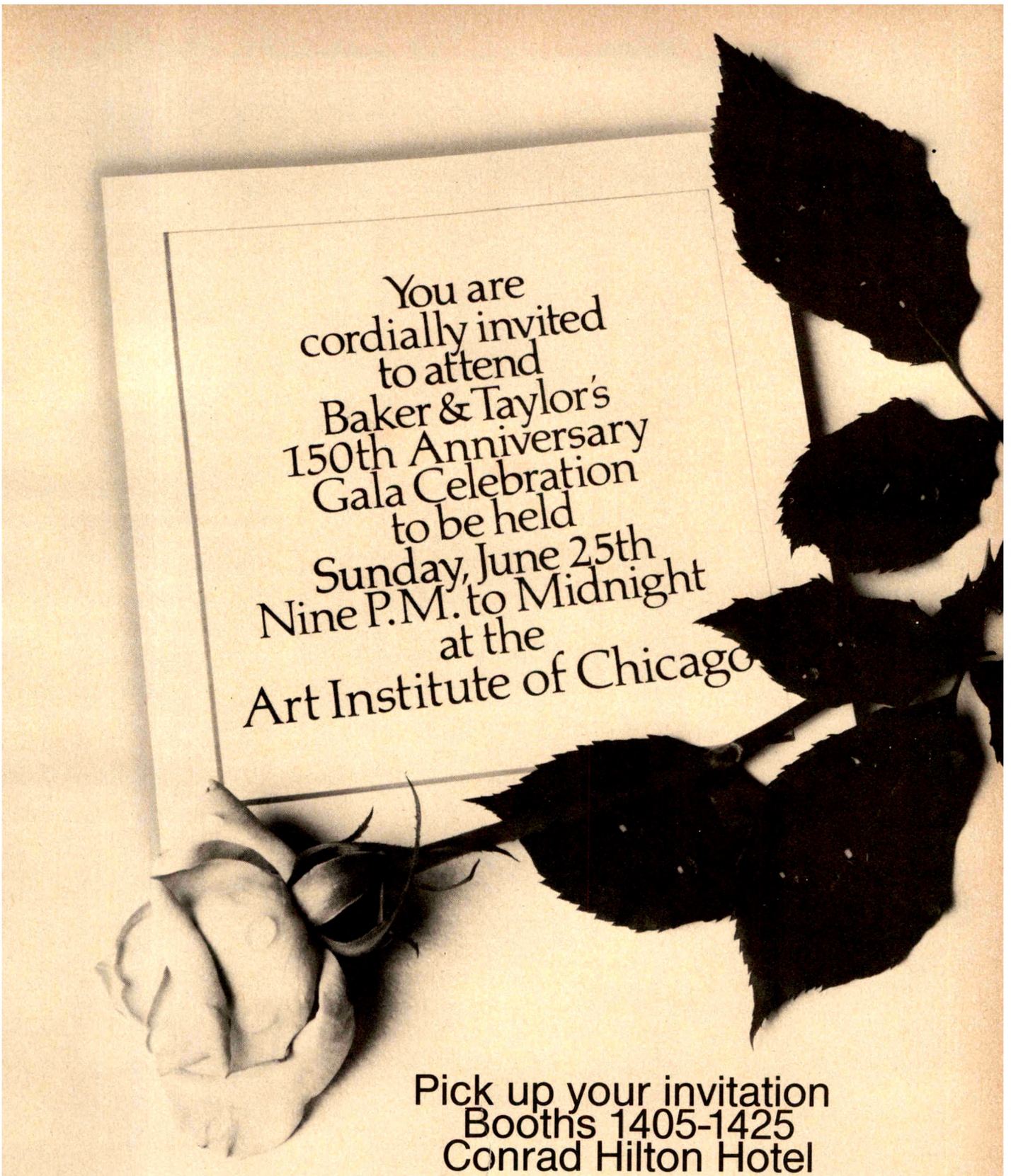

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Booths 1405-1425
Conrad Hilton Hotel

Baker & Taylor
The Librarian's Library

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(702) 786-6700

Southwest Regional Office
12860 Hillcrest Rd., Suite 110, Dallas, TX 75230
(214) 386-2991

Midwest Division
Gladiola Ave., Momence, IL 60954
(815) 472-2444

Southeast Division
Commerce, GA 30529
(404) 335-5000

Eastern Division
50 Kirby Ave., Somerville, NJ 08876
(201) 722-8000

97th Annual Conference: Selected Program Meetings

The following are brief pointers to some of the hotter subjects being discussed during conference week. They represent those highlighted for *AL* by ALA unit heads, plus a few considered by the editors to be of special note. Readers are reminded there are dozens more programs and hundreds of committee meetings in which thousands of topics of special value will arise. The best advice to those with wide-ranging interests: keep moving.

Most events below are described in the conference program; place and sponsor are given here only when helpful in identifying the event.

June date precedes the slash, time follows it (28/12p is June 28, noon).

Acquisitions, automated

"Automated Acquisitions: What's Good, What's Bad? What's Missing?" Needs, opportunities, state of the art. Many automation hotshots on hand. 27/all day.

Affirmative action

What to do when one feels discriminated against and has an affirmative action complaint—employee's view. 26/2-4.

Automation, applications

Introductory approach to automation in reference (information retrieval), circulation, acquisitions, cataloging, and video cable. 26/10a-12p.

Bibliographic access

"Whither MARC and Mann?" Perceptions of user needs in bibliographic access; research findings on demands for access; value of networks, standards, and technology in meeting user needs. 26/8a-12p.

Biographical reference tools

"Who's Who in What and Why?" The focus is on major tools containing information on living persons. The "why" pertains to editorial decisions. 26/10a-12p.

Biology, recombinant

Bibliography, a talk ("Recombinant DNA —The Right to Know"), and a panel. Sponsored by a specialized ACRL group, but of wide current interest. 25/2-4.

Children's books, nonfiction

"Information Plus: Exploring the World of Non-Fiction Books for Children." Features several big names in writing and reviewing. 24/10a-12p/2-4.

Children's rights

An attorney, children's librarian, YA librarian, editor, and educator/author *(Stu-*

EDITOR'S SUGGESTION:

A Visit to ALA Headquarters and Lunch in the Fashionable Near North

Why not beat the lunch-line blues in the Conference area one day and combine a visit to ALA Headquarters with a pleasant repast at a Near North restaurant?

Headquarters Building is located at 50 E. Huron Street, 1½ blocks west of Michigan Avenue. (Take a bus on Michigan for 50 cents; transfers cost an extra dime. Maximum cab fare from the Hilton is about $3, but five passengers can ride for the price of one.)

An ALA host will show visitors around between 1 and 4 p.m. each weekday. The building is open for a self-tour from 8:30 to 4:30 Monday through Friday. Browse through the library on the fourth floor. See the crowding that has led to ALA's bid for a new building. Check out the ambiance of your division's offices.

To avoid a wait, *AL* editors suggest you arrive at the restaurant by 11:30. If you need reservations, the following guide supplies phone numbers.

Expensive

Chez Paul—660 N. Rush, 944-6680. One block from Headquarters, Chez Paul is a fine French restaurant in a beautiful old mansion. Phenomenal wine collection. Service varies.

50 East—50 E. Oak, 266-2766. The Near North's newest, this chi-chi bar and restaurant is a designer's dream. Continental menu prepared by French chefs. Tables crowded, so waiters cannot give best service.

Jovan—16 E. Huron, 944-7766. Food as tasty, ambiance as elegant, and prices as steep as any four-star French restaurant in New York City. Unusual, carefully prepared vegetables are a special bonus. Opens at noon. Service excellent.

Moderate

Bastille—21 W. Superior, 787-2050. Chic new French restaurant features food prepared on greaseless grill, sans rich sauces. All meals served with *crudites,* salad, crispy *pommes frites,* and freshly baked bread. Outstanding vintage wines by the glass. Service excellent.

Jasands—720 N. Rush. Just around the corner from ALA are two attached town houses: one is the ALA annex and the other is Jasands, whose aromas tempt annex staff throughout the day. Creative hamburgers, sandwiches, salads, and omelettes in a trendy, relaxed atmosphere. Service fair.

D. B. Kaplan's Delicatessen—Water Tower Place, 7th floor. 152 sandwiches with clever names. For dieters, breadless sandwiches and salads. Service fair.

The Mavin—701 N. Michigan, 337-1717. Entrance on Huron, at the Allerton Hotel marquee. An ALA staff favorite for salads and complimentary hot onion bread. Tasteful neo-deco ambiance. Service fair.

Meson del Lago—158 E. Ontario, 649-9215. Excellent Mexican fare, lavish decor. The "Taco Bar" is a real buy at $4.50, featuring tostados, tamales, enchiladas, and tacos with all the fixings: come back for seconds. Pitchers of margaritas or sangrias costly but singular. Good service.

The Waterfront—1015 N. Rush, 943-7494. Fine seafood restaurant, where chef prepares his selection from Chicago's Fulton fish market each morning. Ask for the cozy downstairs room. For reservations, call "Bunky," who is as laid-back as the atmosphere. Great salad bar with sourdough rolls, gratis. Service excellent.

Cheap

American Dental Association Cafeteria—211 E. Chicago. Walk up the broad stairs to the mezzanine's spacious cafeteria, where after 1 p.m. there's no waiting for an excellent salad, cut-to-order roast beef sandwiches, and iced tea.

Cafe de Melvin's—1116 N. State. Well worth the hike on a summer's day to Chicago's only full-scale outdoor restaurant/bar. Ad agency, show biz, and Near North "street" people habituate this favorite year-round. Tasty fare from hamburgers to quiche. Top menu item $6. Service fair.

Gino's—160 E. Superior, 943-1124. Great deep-dish pizza, sandwiches. Sample the luscious tomato bread appetizer. Menu is identical on both floors but upstairs it's brighter. Service inconsistent.

Joe Pierce's Rush Street Deli—743 N. Rush. A favorite carry-out center for ALAers, Joe's has stand-out sandwiches and sweet rolls. Tuna and salmon salad for dieters.

Orient Express—739 N. Rush. Serves Korean, Japanese, and Chinese dishes, which can be devoured at formica-topped tables on the premises or taken out. Features an all-you-can-eat buffet for $3.50.

Seneca Park—Chicago Ave., ½ block east of Michigan. Bring your carry-outs to this charming little greenery. Bench space for the fastidious.

Van's Belgian Crepes and Waffles—Water Tower Place, 4th floor. Lunch crepe combinations (beef, seafood, spinach, etc.) with salad; French onion soup; excellent dessert crepes. Belgian waffles with cold or warm fruit toppings (some with yogurt). Fast. □

dents Right to Read) on "How Equal Are Children's Rights?" 25/8:30-10:30p.

Cinema nitecap

Always a nice way to relax whilst continuing one's education in innovative media. Bless the Public Library Assn.'s Audiovisual Committee. 28/9p-12a.

Collective bargaining

Library administrators and labor union officials discuss pros and cons of the collective F.I.S.T. in libraries. Detroit PL's new chief on panel. 28/9-12, 2-4.

Community college libraries

Explores cooperation with public libraries, a priori and a posteriori. At 4 p.m. is "The Future: Cohabitation and Networking." 25/8:30-5:30.

Consumer education

"Consumer Education Legislation and Public Libraries," featuring Dustin Wilson of USOE on the types of programs usually funded. 28/10a-12p.

Copyright, fair use, practices

Donald W. King of the "King Report" on library photocopying in the United States is among the speakers. Program should reveal controversies. 25/9a-12p.

Copyright, school media issue

Carol Risher of the Washington Office, Association of American Publishers, and three library media specialists kick off the discussion. 26/10a-12p.

Elderly, service to

After its meeting, a group on service to the impaired elderly will host informal discussions on finding and helping this clientele. 27/4:30-6.

Fees, public library

A program that should go to the heart of the controversy: "Fees Charged in Public Libraries." Past, present, and future perspectives. 27/2-6.

Film, children's

A sampling from "Notable Children's Films, 1978." 25/2-4.

Film, gay

Gay Film Festival, sponsored by the Gay Liberation Task Force of the Social Responsibilities Round Table. 26/2-5, 27/8:30-10:30p., and 28/2-4.

Film, general

See **Cinema nitecap.**

Film, young adult

A sampling from "Selected Films for Young Adults 1978." 25/2-4.

International relations policy

Open hearings on the new draft of an ALA "International Relations Policy Statement" (in *AL*, May, pp. 293-94). Heavy on human rights. 26/10a-12p.

Booklist's Birthday Booth

Booklist is celebrating its 75th Anniversary with a September 15 "keepsake" issue and a conference booth that gets a starred review for dazzling design. Every conferee is warmly invited to see the spectacle and say hello to *Booklist* people at booth 1119, Conrad Hilton Hotel.

Learning, adult projects

How the librarian helps the adult in self-guided learning. 28/2-4.

Learning, basic programs

A showcase of programs in work with prisoners, tutored children, parents, adult basic education, English as a second language, etc. 26/4:30-6.

Legislation update

"How Library Programs Are Faring Under the Carter Administration," plus information on grants, tips on communicating with legislators. 26/10a-12p.

Manuscript/document ownership

The recent B. C. West case (*AL* Oct., 1977, pp. 471-72) has dusted off the ever-critical issue of replevin. Implications for librarians and others. 25/2-4.

Minorities, in instructional media

"ABC's of Pluralism: Authors, Books, Children and Curriculum." Discussions should aid in building better media programs for all children. 25/10a-12p.

Media/student success

School counselors join school media specialists in discussing three validated programs—elementary and senior and junior high. 27/10a-12p.

National bibliographic network

The Network Advisory Committee of the Library of Congress will discuss its current activities at an open meeting. Some top minds at work. 25/10a-12p.

National information policy, academic libraries

The role to be played by college and university libraries. 26/2-6.

National information policy, federal libraries

Federal (including Armed Forces) librarians will look at free public access to federal libraries, a telecommunications network, other topics. 24/all day.

National information policy, government documents

"Getting Documents to the People." How it can be done better at local and state levels and for non-GPO pubs. 25/2-4.

Networking, federal role

Applied Management Systems did a study for USOE on "The Role of the Federal Government in Library Cooperation and Networking." Results aired. 25/10a-12p.

Networking, multitype library

"Is It an Answer to Current Fiscal Problems?" Discussion based on experiences of Kansas City, Washington State, and other networks. 26/2-6.

Networks, national

See **National bibliographic network**

Our Bodies, Ourselves

Controversies over if and where this title should be shelved (*AL* Jan., pp. 21-22) have yielded plenty of background for a lively program. 25/2-4.

Photocopying

See **Copyright, fair use, practices.**

Prison libraries

Participants will play a jail-library-simulation game, matching wits with a sheriff, library administrator, tight-fisted funders, and pressure groups. 24/2-4.

Professionals, entry-level

"Minimum Qualifications for Librarians" will treat the MLS vs. other measures. Also, skills needed for "day one" on the job. 27/2-4.

Public relations

Fifth annual "Swap and Shop" of the Public Relations Section, Library Administration Division. Materials, consultants, scrapbooks. 27/11-4.

Reference, ethics

"Are Reference Librarians Unethical?" Some case studies will come up after an unimpeachably ethical meeting of the Reference & Adult Services Div. 26/2-4.

Reference, machine assisted

"Before You Touch the Terminal" or even think about money, you must weigh the merits of machine vs. other methods. Program identifies criteria. 25/10a-12p.

Reference and subscription books

An open forum sponsored by the Reference and Subscription Books Review Committee of *Booklist* fame. 28/2-4.

Reference tools, biographical

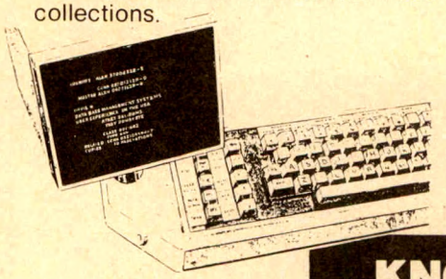
See **Biographical reference tools.**

Research, youth services

The early bird (8 a.m.) catches the latest reports on research in children's and YA services. 28/8-9:30a.

Instantaneous data

on the current location of any book and the current status of any borrower, automatic entry of reservations and production of overdue notices, complete and continuous utilization data for management purposes for planning additions to collections and more efficient use of present collections.



Instantaneous Charge-out

that in one swift pass of the book over a flush-mounted book reader, inserts inventory information concerning the book, the borrower and the date into a computerized memory and *simultaneously* desensitizes the book detection strip. A similar unit does the same and resensitizes the book detection strip on charge-in.

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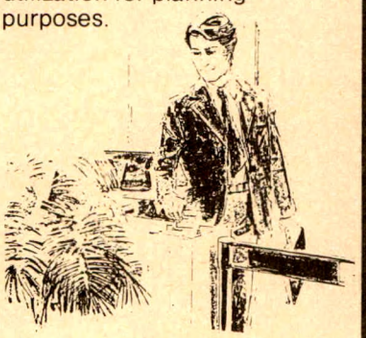
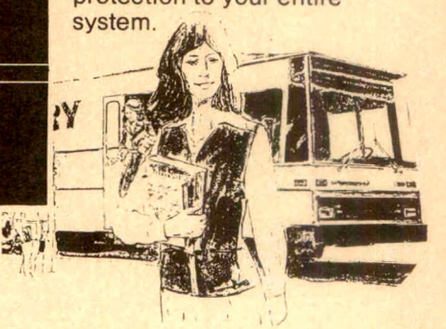
Controlled access

to special or restricted areas with automatic logging of names of patrons and times of entry to determine utilization for planning purposes.



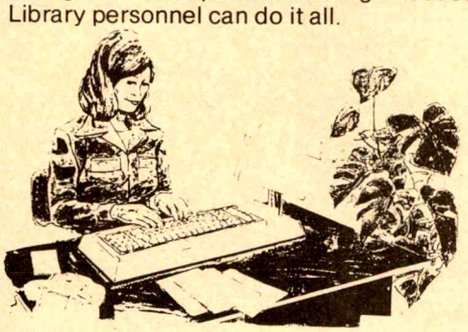
Mobile modules

for temporary libraries or Bookmobiles to give total circulation control and theft protection to your entire system.

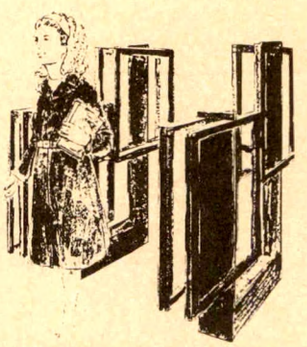


In-library production

of book and patron identification avoiding the need to purchase outside labor to initiate or maintain the system as the collection changes. No computer knowledge needed. Library personnel can do it all.



"See us at the ALA Convention, Booths 17 & 18"



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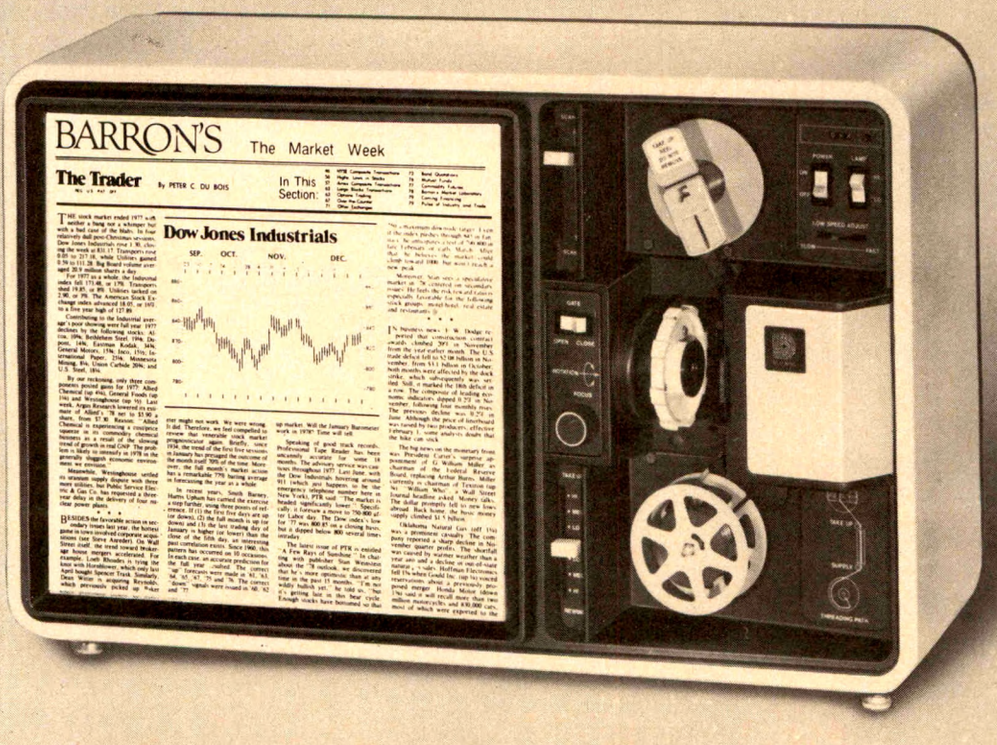

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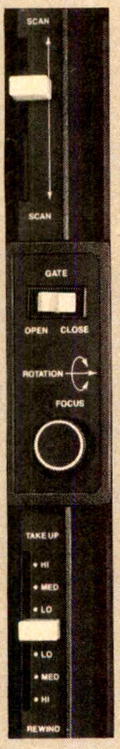
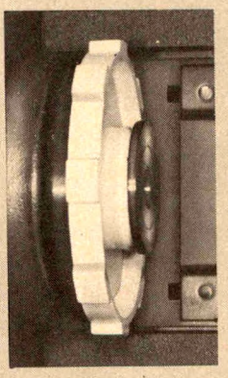


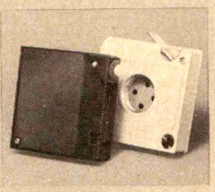
Adjustable viewing
Large, non-glare screen can be angled to suit the user, assuring comfortable viewing.

Convenient control panel
Controls are up front in a well-organized, easy-to-read, easy-to-reach panel.

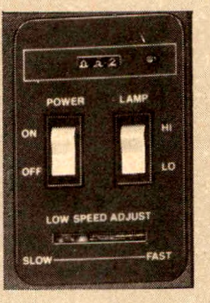
Easy loading
Film or cartridge can be loaded with ease from a sitting position.



360° Optical image rotation
Handy control provides smooth, positive image rotation to adjust to any film orientation.



Film/cartridge versatility
Accepts 35mm film and 16mm film or standard cartridge with adapter.



Controlled illumination
2-position switch controls 1,000-plus hours lamp, offering viewer adjustable illumination of the sharp, high-resolution image.

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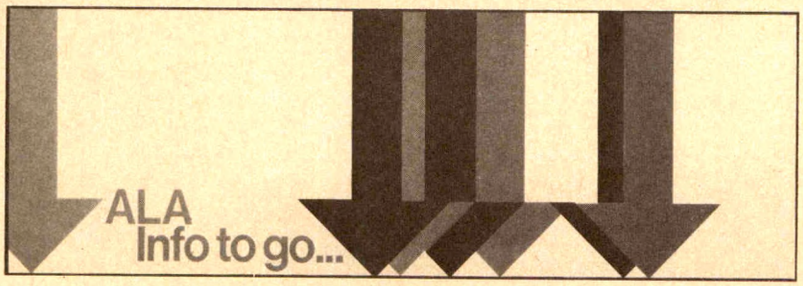
The ALA Professional Exhibit Center



Design for the bright banners marking the 1978 ALA Professional Exhibit.

The Center is an inviting hub of booths where ALA divisions, offices, roundtables, and committees hawk their materials and programs. An easy way to find out what ALA is doing and who's doing it, the Center will be located one level below the Conrad Hilton's lobby.

"ALA . . . info to go" is the theme of Exhibit '78, and the offerings include:

- The latest from ALA publishing, featuring the unveiling of the *1978 ALA Yearbook* and a 50-percent-off sale of selected ALA titles. (Remember, ALA members get a discount on *all* titles.)
- Demonstrations of PARADIGM, the on-line subject index to the ALA Archives housed at the University of Illinois/Urbana. William J. Maher, acting university archivist, will be at the computer terminal to discuss and display the system on Monday from 12 to 2, Tuesday from 2 to 4, and Wednesday from 10 to 12.
- A free photocopy machine for member use, courtesy of Copico/Savin Business Machines.
- A glimpse of the future through architect's renderings of the new ALA Headquarters high-rise office/apartment complex.
- A huge chart of suggestions on "how to get the most from your ALA membership," accompanied by a box for your unanswered questions, comments, complaints, and suggestions. After conference, ALA staff will respond to all. (ALA Headquarters Library staff will be on hand during conference week to answer as many questions in person as possible.)
- ALA posters for sale or order at a special conference price.
- An "Info to Go" tote bag of heavy canvas, produced by *American Libraries* and sold at cost. Free June issue on request. (See ad.)
- A major exhibit on literacy sponsored by the Office for Library Service to the Disadvantaged, with materials from Laubach Literacy International (NEW Reader's Press) and Literacy Volunteers of America. Literacy training experts will be on hand for consultation.
- ALA membership information and the latest membership promotion materials from the divisions and roundtables.
- Special displays by ALA units. The Status of Women in Librarianship Committee, for instance, will provide a listing of women's programs and meetings during the week, and the Public Relations Section will display John Cotton Dana Award scrapbooks.
- Chairs for the tired, and fortune cookies (stuffed with library predictions) for the hungry.

Research forums

Six forums sponsored by the Library Research Round Table will feature winning papers of the $500 LRRT competition, 25/2-4; "Appropriate Settings for Library Research," same slot; "Networking for Academic Libraries," 27/10a-12p; "Current Research in Information Access," 27/2-4; "Management, Planning, and Budgeting," 28/10a-12p; and "Russian History and Bibliography," 28/2-4.

University library standards

The first public discussion of the new draft as published in the April *College & Research Libraries News,* pp. 89-99. 27/10a-12p.

Video showcase

Showing and discussion of library-produced video materials. The place to meet video-wise librarians. 25, 26, 27/8-10p.

Video update

An overview of video applications in school, public, and academic libraries. 25/10a-12p.

White House conferences

Focusing on the pre-White House conferences and on developments in planning the big one (Oct. 1979), the White House Conference Committee's information and update program is chaired by Alice Ihrig. 27/8-10p.

Women, new reference tools

Two speakers will describe new materials for reference in women's studies. 27/8-10p.

Women, books about

See ***Our Bodies, Ourselves.***

Young adults, age definition

"How Old Is a Young Adult?" A hearing for all views on age-level definition for YA services. 27/2-4.

Young adults, self-image

Self-image is the key to survival, that's all. A psychologist, a principal, and a self-defense expert will explain. 26/2-6.

HEAVY!

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The ALA Professional Exhibits Center

(Our June issue thrown in free!)

AWARDS 1978

At the ALA Inaugural Banquet in the Conrad Hilton's Grand Ballroom on Thursday, June 29, outgoing President Eric Moon will present major awards to honor those who have given distinguished service to libraries. Announced before press time were the following:

Dewey: Frederick Kilgour

For creative professional achievement of high order, particularly in Dewey's fields of interest, this year's Melvil Dewey Award will go to Frederick G. Kilgour, director of the once-mysterious OCLC.

"We all felt Kilgour must have been retiring early when in 1967 he forsook Yale for something called the Ohio College Library Center," the citation reads. "But . . . he forged a device that, like the cotton gin, brought about a prompt and profound revolution in the industry to which it was applied. Life for catalog librarians was never again the same . . .

"Let it . . . be recorded of Frederick G. Kilgour in 1978 that he may have even out-Deweyed Dewey."

Lippincott: Henry Drennan

The $1,000 Joseph W. Lippincott Award for distinguished service in librarianship will be presented to Henry T. Drennan, senior program officer for research in the Office of Libraries and Learning Resources in HEW's Office of Education.

"As state librarian, author, and administrator of federal library programs," the citation reads, Drennan "has been a low-key but extremely effective advocate of strong and well coordinated library services to the nation's citizens . . .

"His vision and clear sense of priorities were vital as the government moved to fund library programs in the '60s, and his wise and steadfast insistence that federal funds serve the poor as well as the literate elite resulted in a subtle but crucial change in both the nature and the extent of federal support for library services."

Grolier: Dorothy McKenzie

The Grolier Foundation Award of $1,000 for outstanding contributions to the enhancement of reading by children and young people will be presented to Dorothy C. McKenzie of Pasadena, Calif. The citation says: "As librarian, teacher, and bibliophile, Dorothy C. McKenzie has dedicated her life to imparting the value of good reading for young people . . .

"Her active interest in advancing the state of excellence in literature for children and young people led to the organization of the Southern California Council on Literature for Children and Young People and the creation of *Bibliophile,* a valued publication . . ."

Shaw: Frederick Lancaster

For his book *The Measurement and Evaluation of Library Services,* Frederick Wilfrid Lancaster wins the $500 Ralph R. Shaw Award for Library Literature. Professor of library science at the University of Illinois GSLS since 1970, Lancaster has written many books and articles on information science.

The Management and Evaluation of Library Services, says the citation, "is the culmination of Frederick W. Lancaster's career as an outstanding teacher, consultant, and author."

Jones & Howard World Book: ALSC

The Association for Library Service to Children won the J. Morris Jones and Bailey K. Howard World Book Encyclopedia ALA Goal Awards of $10,000 for its project, "Media Evaluation: The Group Process."

The grant advances the development of public, academic, and/or school librarianship through recognition and support of programs implementing ALA goals and objectives.

The ALSC project aims to provide inservice training in media evaluation for children's librarians through ten regional conferences.

H. W. Wilson Periodical:
Documentation et Bibliotheques

The $250 H. W. Wilson Co. Library Periodical Award goes to the Montreal quarterly *Documentation et Bibliotheques.* The citation commends "its outstanding contribution to French Canadian librarianship and information service and to the development of librarianship in French-speaking countries throughout the world."

Beta Phi Mu: Frances Henne

For distinguished service to library education, the honorary library science fraternity Beta Phi Mu presents $500 to Frances E. Henne, professor emerita of Columbia University School of Library Service.

"Challenging thinker," the citation reads, she has, "through writing and speaking, brought a vivid understanding of services to children and young adults and established the necessity of nonprint as well as of print materials to libraries."

Melcher: Elizabeth Horner

The $4,000 Frederick G. Melcher Scholarship given by ALSC for professional education of children's librarians was won by Elizabeth H. Horner, who begins graduate work this month at the University of Illinois GSLS.

Horner earned her B.A. degree at the University of Missouri in library science, child development, and drama. As a student, she worked part time at the university library and at the Daniel Boone Regional Library. Recently she served as weekend supervisor at Yale University's Cross Campus Library.

John Cotton Dana

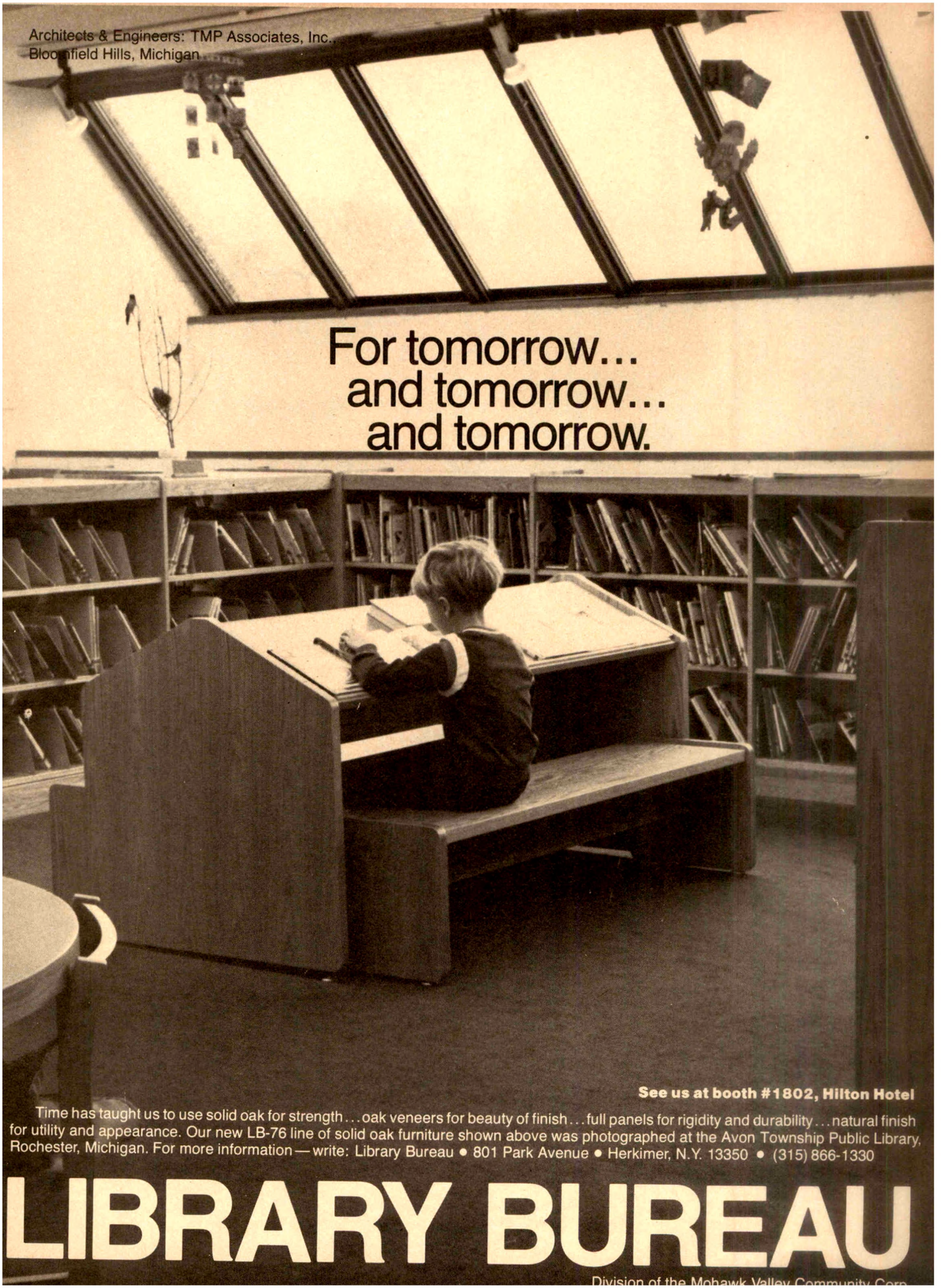
This year's top choices for the John Cotton Dana Public Relations Awards, supported by The H. W. Wilson Co., are: the Public Library of Columbus & Franklin County (Ohio), The Cherokee Regional Talking Book Center in La Fayette, Ga., the University of Texas/Austin Library, and Travis Air Force Base Library in California.

Shirley Olofson

The Shirley Olofson Memorial Awards presented by the Junior Members Round Table will allow six librarians to come to Chicago for their second annual ALA Conference. They are: Jeri Cusak, Parma (Ohio) Regional Library; Pamela Martin, New Berlin (Wis.) Public Library; Judy Sessions, Mt. Vernon College, Washington, D.C.; Susan Stillwater, Northern Michigan University, Marquette; Ann Vidor, Atlanta Public Library; and David Vidor, Emory University, Atlanta.

LRRT: Wayne Wiegand

The Library Research Round Table has given its $500 Research Competition Award to Wayne A. Wiegand of the College of Library Science, University of Kentucky/Lexington, for his paper, "Scholarly Research in American Library History: Herbert Putnam's Appointment as Librarian of Congress as a Test Case." Wiegand will present the paper at LRRT's Research Forum I, Sunday, June 25, 2–4.



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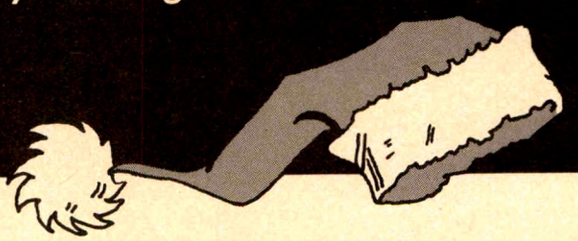

The A.L.A. Conference is a very special event, and because it is, we've arranged to have a very special representative on hand. He's a jolly legendary chap who likes to give things away. If you stop by our booth (#1312 in the Hilton) he'll give you a certificate worth $175.00 toward the purchase of our precedent-setting Micro Photo 16•35 Microfilm Reader.

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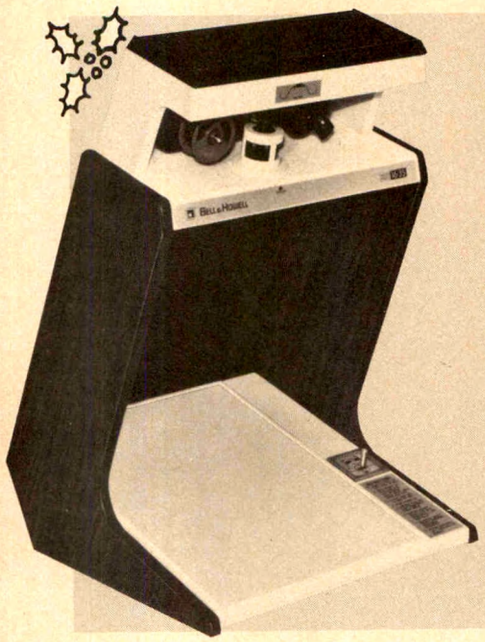

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THE GREATEST SHOW IN LIBRARYLAND

an unusual and practical look behind the scenes of multi-million dollar trade shows for librarians.

This month, some 400 firms will spend about $3 million to bring their latest wares and best marketing people to Chicago for four days. These wares will fill 600 booths and 83 book tables covering 100,000 square feet in six locations. The firms' representatives will carry on a total of 17,000 hours of dialogue with 10,000 librarians.

Minute for minute, dollar for dollar, if this isn't the greatest show in Libraryland, then we've been going to the wrong annual conference.

But it is, without question, the profession's Big Top. Chris Hoy, who has managed the American Library Association's conference exhibits since 1959, kids not when he calls the annual exposition "the world's largest exhibit of books, equipment, and services for libraries."

If one goes beyond the ALA exhibits to consider the resources invested in more than 50 state and regional library exhibits each year, not to mention the smaller or more specialized library trade shows, the dollar amount jumps to the double-figure millions. That's a lot of bucks and a lot of library trade talk to keep in the closet.

The closet? Yes—as far as the professional literature is concerned. Although more librarians spend more time booth-shopping during their conferences than on any other single item of business, coverage in the literature has been limited to the odd photo of an exhibitor wearing a silly hat or a librarian hauling away "freebies."

Because the topic has never been approached at length or in depth, the stereotypes abound: the lecherous exhibitor; the party-grubbing customer; fat-cat firms and small-time hucksters; low-budget librarians on the take. The stereotypes have spread beyond the conferences, prejudicing the critical dealings in the field between vendor and library buyer.

Inspired by some recent breakthroughs in vendor-librarian relationships, especially in technological areas, *American Libraries* devotes this special section of its pre-Conference issue to library trade shows and related topics. It's a first try, and it may not shake all the skeletons out of the closet; perhaps it will let in some fresh air.

—*A.P.*

EXHIBITS INFORMATION, ALA ANNUAL CONFERENCE, 1978

Dates: June 25-28 (Conference: June 24-30)

Locations: Conrad Hilton, Palmer House, and (book-table/small press) Pick Congress Hotel, Chicago. Check Conference postings also for vendor demonstrations in hotel suites.

Hours: Sunday, June 25, 9-4; Monday, June 26, 9-5; Tuesday, June 27, 9-5; Wednesday, June 28, 9-4.

Anticipated attendance: 9,000 paid registration; 3,000 exhibitor registration; 4,000 exhibits-only visitors.

International Book Exhibition: An annual feature. Booths 2101 to 2134.

Index to exhibitors: In official Conference programs distributed at registration. Provides exhibit locations and names of representatives.

Idea "Day": Authors, illustrators, and editors appearing at the booths throughout the four days are listed under this heading in the program.

The Agony and Ecstasy of Exhibiting to Librarians

by A. L. Remley

Outside 100°, inside 110°—naturally they haven't turned on the air conditioning because the exhibits don't open for five hours and why waste all that money on exhibitors . . . you count the cartons littering the 10'x10' area that will be your home for the next few days and look for the carton that says "supplies" which can't be seen so you start moving and finally find it of course on the bottom and you begin to open it because that's where the knife is and finally it's open with one broken fingernail and you start doggedly pulling out the supplies and material and catalogs and flyers and there she is with two shopping bags filled to the top . . .

. . . and she's saying, "I have to go to meetings all afternoon and I'm leaving tomorrow and I have to take back all the material I can and will you give me one of each?" You look at her in disbelief as she crams a few more pieces in the shopping bags. "You don't give away shopping bags—a lot of exhibitors do." But you don't give away shopping bags and she is gone . . . finally your booth looks as good as it ever will and you wish you had a few minutes to make yourself look as good, but nothing, nothing will induce you to hit the hot streets back to the hotel . . . now the air conditioning is on and you're beginning to feel almost human, so like the stand-up comedian turning his back to assume a new role you paste on your smile . . .

Exhibitors, a gregarious group, hate to be alone. After spending five minutes reading the local newspaper, we may stare vacantly at the deserted exhibits for moments that seem to stretch into hours, after which we congregate to tell lies to fellow exhibitors about our annual gross. We would much rather be talking to you, doing our bit to help you solve your problems, commiserating with you on your dwindling budget, guiding you to another exhibitor who might be able to help, just doing our thing. It's a happy exhibitor who drags himself to his hotel with sore feet and a raspy voice.

Games Exhibitors Play

Heaven forfend that your conference exhibits should be remembered as is one I shall never forget. It was, to put it mildly, slow. A cannonball shot down the aisles would not have harmed a soul. Then, in strolled an exhibitor who had come upon a fascinating object while out taking the air. Quietly, he put his little battery-powered racer at one end of an aisle and allowed it to speed past the booths.

Within the next hour there was neither battery nor racer left in town—and the exhibit area had taken on all the aspects of Hialeah at peak season. If memory serves me, I believe we played with rubber-powered airplanes the next day.

Exhibitors tend not to return to sparse feeding grounds, and the year after a bad exhibit situation, area librarians may find themselves deprived of seeing the latest in supplies, services, and publications. My advice is, visit the exhibit area whenever you can; you will find that happy (busy) exhibitors are good people, and you may soon come to realize that your friendly exhibitor is also an expert who can give you good advice and counsel in times of trouble. For example, drop a remark about the retirement of your valued cataloger and you

Slow times breed innovative diversions.

may be surprised to find that many catalogers have been thinking about moving. A good company representative is the world's fastest employment agency—and there's no fee.

It seems a shame that we sometimes go to so much work for so little. When the exhibit space is apart from the meeting areas, when the meetings are scheduled back-to-back throughout the exhibit hours, the final blow is often a group of field trips on the last day. Then comes the repacking and a last disconsolate look at our empty sales book or blank list of prospects. Ever optimistic, we treasure the good exhibit situations—and there are more and more of them—and we take the bombs as they come.

Of course, there are bright spots. We all know that exhibitors lead glamorous lives. Imagine trips to San Francisco, New Orleans, Miami Beach—all of the exciting cities and vacation spots—and *on an expense account!* Sometimes we can fill in a week between exhibits with a field trip in the area, so we can be away from home for three weeks. Constant traveling can be a bit of a bore, but it is always relieved by an invigorating dash of panic—as on the morning when one arrives late in Chicago for a very important breakfast meeting and one's luggage turns up in Kansas City.

Spartan Nights

As a visitor to the exhibits, you may leave a booth thinking that poor old Ed was his usual personable self, but he surely looked as though the candle might be burning itself out—or even

---

Al Remley knows the library exhibits world from every angle. A midwestern librarian, he became advertising and exhibits manager for ALA after WW II, and later was exhibits director for the Combined Book Exhibit. Since 1963 he has been director of advertising and promotion for The H. W. Wilson Co., and at the 1978 ALA Conference will be found, as usual, greeting friends in the Wilson booth. In this article, however, he speaks only for himself.

worse, that he might be hitting the schnapps too often. What you didn't know was that he had been on the road for two weeks. And that the night before, the home-town team, having won that "big" game, selected his hotel floor for the celebration, which *began* at 11 p.m.

Most of the exciting towns turn out to be hotel rooms (all of which look strangely alike), a lonely dinner, and a Spartan attempt at a night on the town—by ourselves. So we write our daily report and note such interesting little items as, "George Smith likes to play golf, and be sure to ask about his new baby girl—her name is Ann."

At larger conferences, we're likely to do some entertaining. It's nice to have dinner with a few old friends where we can relax and enjoy ourselves. Having dinner with new customers or trying to sell a new prospect requires a tactful approach, however. One drink too many may find us agreeing to something we can't deliver; but worse, our customer may wake up the next morning a lot less happy than he was the night before.

About a hundred years ago when I first started on the exhibit trail, entertainment had progressed to the point where it did neither the exhibitor nor the guest any good. Some of us remember the mint julep parties, with fresh mint flown in from Virginia, the night a publisher took over the night club in the Waldorf Astoria, or perhaps the parties that started Sunday afternoon and ended Friday night. That, of course, was when the exhibits were open eight to five every day during the long, long week.

But it all seems worthwhile when a visitor is delighted with our newest children's book—and sits down to read it. Or a librarian compliments us and our company when we show her our newest product, The Widget. And when the librarian from a small community orders 100,000 catalog cards, the halo shimmers over our head when we point out that they will last him for 20 years and we cut the order to 10,000.

Meeting new people and renewing old acquaintances puts a new bounce in our step at the end of the exhibit day, even though our boss has ordered us to stay on our feet. "Sit down in the booth today and you can sit anyplace you want tomorrow," were his exact growls as we recall.

All In the Family

Exhibit shipments get lost at times. When they do, we have a sign made explaining the empty booth, buy a flower arrangement, and often find ourselves busier than if we had a complete display. People stop in to wish us well, and our most aggressive competitor stops by to ask if there is anything he can do to help.

We stick together. A new and proud daddy once spread the news like Paul Revere; before the day was over, the newest member of his family had a $200 trust fund in his name—one dollar from each exhibitor. When we get so sick we hope we *will* die (and there is nothing worse than being sick in a hotel), we at least know that our neighbors are staffing our booth for us and doing what they can to be helpful.

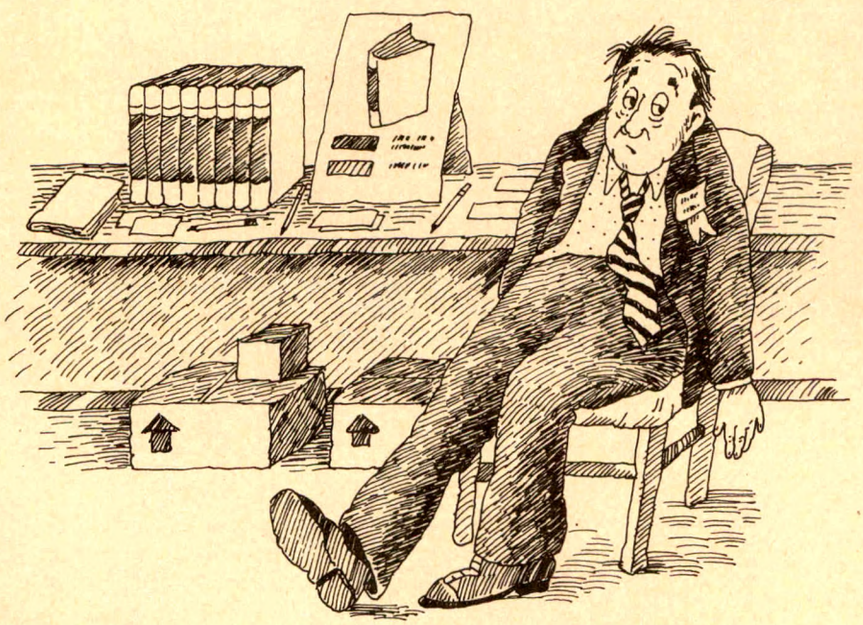
Most of us agree on our dislike of exhibitors who break down their exhibits an hour or two before closing time. An air of unrest spreads over the whole area and our customers have the feeling that we, too, are just awaiting their departure so that we can start packing. It is to your benefit, as librarians, that you let these quick-packers know you disapprove. Many of you find it necessary to use the last hours to get into the exhibit area, and you are being deprived if you arrive to find only a few stalwart exhibitors holding their booths together.

We like you, we're pleased to have the opportunity to talk to you, and we're glad to have you stop by simply to thank us for attending your conference. Many of you are valued friends, and we look forward to making new friends. We may have one booth in a back aisle, or we may be part of a team operating a 50-foot streamlined exhibit; but we're alike in our desire to help you or tell you who can.

There's that familiar voice on the public address system—Chris Hoy, ALA's conference manager, announcing: "The exhibits are now closed. Thank you for coming to Chicago. We hope to see you next year in Dallas. Please clear the area, the exhibits are closed."

. . . They must be closed because the air conditioning just went off and you pull your cartons out from under the tables and why is it that there are always a few things left over when they all came in the same carton? . . . And you start working with the gummed tape and you wish the decorator wouldn't take the tables away so quickly because now you have to work on the floor and two hours later your hands are sticky and smelling of the glue on that tape and by now it's up to 110° again but the labels are all on and you forgot to pack the roll of tape in the last box but you're not going to open it for anything so you'll have to leave it or put it in your suitcase but that's no problem . . . you leave it . . . time for a last look at the chaos that was your booth and as you leave you're mighty glad that you use Dial . . .

Next week, Pittsburgh . . . □



Drawings by William Biderbost

After being on the road for weeks, exhibitors can begin to look burned out.

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355

Coming Out from Behind the Booktables; A Small-Press Publisher's Conference Notes

by Paul Foreman

I knew there must be some reason I was at the flat table, sharing it with another small-press exhibitor. His books indiscriminately flocked together with mine like ducks, mallards, pintails, canvasbacks, and ruddies in the same pond.

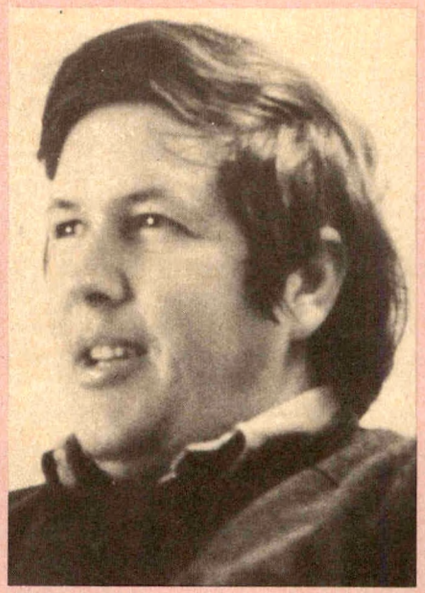
How could I convince the average librarian I was an independent publisher of a wide range of poetry, fiction, drama, and selected nonfiction such as Fred Harris's *The New Populism*? Just as Fred predicts elections, I could tell from the cautious looks of the librarians that my books were not going to sweep the populace by storm.

Some people would step close to the counter labeled THORP SPRINGS PRESS, BERKELEY, CA, gingerly pick up a book, and lay it back down, wondering if they had caught the Berkeley IT (whatever IT was). Others would flip open the cover, glance at the title page, snap the book shut, and ask, "Can I get this through Bookpeople [a California distributor]?" "Of course," I would reply, reluctant to tell them Bookpeople would take six months to pay me and claim an extra discount I could ill afford.

But librarians can keep up with only so many accounts. With the surge of small press and independent publishers, how could I expect them to keep up with me? They did well just to read *Publishers Weekly* or *The New York Times Book Review,* which rank with ALA in enthusiasm for small presses.

Cocaine and Painted Ladies

Before this convention (in San Francisco), I was at best an unknown name to librarians, one they might have seen appended like an afterthought to scattered reviews in *LJ, Booklist,* or *Choice.* But now I had the chance to *talk* to librarians from Des Moines to San Francisco, from Anchorage to Ft. Worth. They could see me, in broad daylight. Why, then, did our meetings have the furtiveness of a pusher unloading some hot cocaine? Some of the Thorp Springs Press poetry might have made a painted lady blush; at least I would have liked to think so. But most of it was good, straight American fiction, like Len Fulton's *The Grassman.*



***Paul Foreman** (above) has recently snared a hot author for his Thorp Springs Press: he is publishing* Sugarland, *a story of Texas prisons—by Paul Foreman. Both publisher and author hope to be at the Small Press booktables in the Pick Congress Hotel during ALA's Annual Conference in Chicago.*

After a few hours at the convention, I began to realize I was not giving a hard sell. I was not the biggest, nor the best; I touted no "bestsellers." And if not everyone in the country was reading my books, how could I sit there and tell these thoughtful, discreet librarians that my books belonged on their shelves—that they should expand their poetry buying to include more of my list? One or two had pointed at the other small presses lining the halls and protested, "But I can't buy all of that."

In answer, I often would mumble something like, "Pick up a book and thumb through it." (I would also tuck a copy of my list in the bags the conventioneers were likely to carry home.) Now and then I would get some readers. These were the librarians I was seeking, the pearls of great price for which I had sold my earthly hopes of success, the people who would remember me and my tiny imprint long after I was dead and gone. Here was immortality: librarians who read so closely and deeply and knit their brows so that I often wondered, the thought gleaming in my mind like a rainbow trout, whether they read every last book in their libraries.

I knew it was these reading librarians who would order books from me. They were few in number, but the small press publisher must be content with the few and shun the perfidious lust for the many. For if a title reaches the many, the publisher must deal with the dread vicissitudes of *success,* which sounds like a wheezing, coughing, slow death brought about by a collapse of the central nervous system. Poets and unpublished novelists—the bulk of self-publishers and small press people—live on their nerves. Money could weaken their fire, and they could end up with charcoal instead of diamonds.

So it was an education meeting librarians face to face at an ALA conference, learning firsthand their love for books, and in some cases their real disdain for the small and smaller presses. Will I be at the ALA in Chicago? You bet I will if my credit holds. A marketplace beckons: the bargains are to be had by all, for just a little talk, jawbone to jawbone, eye to eye.

Small Press Exhibit Tips

A few points should be made about average small press exhibitors. Nearly all their capital goes into production; few have advertising budgets. Many cannot afford to exhibit at ALA conventions. Those who do exhibit are the cream of the crop. Their exhibits are their advertising.

So don't be taken in by a beautiful cover, or handsome binding, or many titles, or flashing lights, or red satin booths, or free gifts. Get past all the tinsel and glitter; those who advertise most shamelessly, small press or big press, New York, California, or Peoria, may be the most insecure about what they have to sell, about the truth their authors may tell. Burrow past the glitter, and get to the bare words on the written page, and if those words are alive, there's the book that needs breathing space in your library. There's the author, living or dead, who yet lives, whose words can kindle life in the mind, in young and old.

Don't let your visit to the small press tables stop with a little polite palaver. Go to the books themselves. There, the story is or is not told. □

Secrets of Selling Out Your Conference

by Tony Leisner

It seems appropriate at this time of year to provide some observations on the art of selling exhibit space at a conference. For as long as I can remember, ALA has successfully sold all its planned exhibit booths and had a waiting list for its annual conference. Many state and regional conferences have the same story to tell. After attending some 300 library conferences and consulting seasoned veterans from the associations and ALA Exhibits Round Table, I concluded that there are common elements in the various stories of success.

Money seems to be a common bond between exhibitors and the associations. Most exhibitors come from the profit-oriented sector and are concerned with cost justification; the number of people who appear in the booth during the exhibit hours and the amount of literature taken goes toward determining the worth of the exhibit. There is also a certain amount of value given to public relations and demonstration of company support for the association's activities.

Exhibitors know their booth fee goes toward offsetting the cost of the conference and makes possible lower registration fees for the attendees. Stefan Moses, executive secretary of the California Library Association, has stated that without the revenue of the exhibitors, an individual's dues in CLA would approach $200 per year.

The Arkansas L.A. has just released a letter to libraries encouraging them to support their state conference exhibitors. Because of insufficient financial justification, it appears that some exhibitors were not returning to the Arkansas meeting. So there are very real reasons for working together, and one of them is money.

Who's In Charge Counts

Continuity of management is a factor in smoother planning and more booth sales. Chap Parsons of the Ohio Library Association has been in charge of OLA conference exhibits planning for many years. One of the objectives established for the OLA is "to provide maximum opportunity for members to observe new materials and equipment and techniques of providing library services."

In addition, Chap adds, "The conference was planned to provide maximum exposure to commercial exhibitors during prime attendance. Activities were planned for the exhibit and throughout the conference. An exhibitor is always elected to the local conference planning committee during the traditional breakfast given for exhibitors. OLA has long recognized that exhibitors must be included as a part of the conference from start to finish if the association is to obtain the maximum financial benefit."

Because OLA employs an executive secretary, the same person is in charge of the exhibits each year. There is consistency in exhibitor files, and in response to suggestions or complaints. Far too many organizations appoint new committee people year to year, and the wheel is reinvented each time. By developing a standing chairperson, executive secretary, or some spillover terms of office you can avoid repeating last year's errors or losing lists of potential exhibitors. In conference committees, always be aware of the value of including a representative from an exhibiting firm. That representative can alert your committee to successful programs carried out in other states, preferences of hours and locations, potential new exhibitors, and a myriad of items you may not have considered as making a difference.

The Texas Formula

Jerre Hetherington, Texas Library Association executive secretary, has handled the TLA conferences for ten years, and TLA has been rated consistently by exhibitors as one of the top state conferences in the country.

"Exhibits are of prime consideration in the planning for each TLA conference," says Jerre. "The financial benefits are sizable, but we feel also that the number and quality of the exhibits contributes greatly to attendance figures.

"The Program Committee has found it an advantage to integrate exhibits into the program through encouragement of autograph parties, panel discussions, and special showings.

"Since 1968 my office has handled all the preconference detail for exhibits, providing the necessary continuity. November 11 is the annual target date for contracts to be mailed. I understand that many of our clients note this date on their calendars so that they can advise us if material does not reach them.

Jerre's Random Tips

- A "formal" opening—brief but innovative—is popular with both exhibitors and attendees. Refreshments should be plentiful, and the publicized length of serving brief.
- The exhibits chairperson should control and limit announcements made over the speaker system.
- When it is necessary to alter the floor plan, copies of the update should be sent to all exhibitors.
- The association's contract should guarantee a floor manager for the decorator on hand during move-in, show time, and move-out.
- Extra security should be provided during move-in and move-out.
- Distribute an evaluation form at each conference and consider the suggestions and comments when beginning work for the following year.

We mail hotel reservation request forms to prospective exhibitors in advance of the mailing to the association's membership. Records for past exhibitor participation are on file in the TLA Executive Office, making it easier to insure that longtime exhibitors are recognized."

Nicer Nitty Gritty

The experienced TLA executive secretary also knows that selling the booth isn't the end of all niceties. The nitty gritty of arrangements can be done well or poorly and goes a long way in determining the success of the show and return of exhibitors.

Jerre explains: "Exhibit space is assigned by the date a contract is received, seniority, and then special requirements and requests. TLA makes tentative assignments on the basis of the stated criteria. Final assignments are by a committee of association members and exhibitors. We have found participation

Tony Leisner, a generally happy exhibitor at ALA and other conferences, is vice president of Quality Books, Inc., Northbrook, Ill.

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The directory is of valuable importance to librarians, reference and media personnel who wish to keep abreast of educational programs and opportunities in their fields of interest. Includes sections on continuing education programs by subject area, by geographical location—state, city, and sponsoring institution. A comprehensive appendix includes a list of ALA accredited library school programs offering post-MLS degrees and certificate programs in addition to a short glossary of terms.

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by exhibitors is invaluable in avoiding conflicts of interests as well as affording them the opportunity to observe the procedure for assigning space.

"Approximately three weeks before the conference, we send letters directly to the representatives indicated on the contracts. We give notice of the Move-In-Day complimentary lunch, available parking, entrance to the loading docks, and so on."

At the conference site, Jerre notes, "the association gives the decorator one day for building booths. Booth sitters are available during the conference.

"We have adopted a policy that any TLA unit wishing to solicit prizes, refreshments, and such from firms shall first check with the executive secretary to see if the firm has been approached by another unit. TLA realizes the cost of the booth is probably the least expense in exhibiting at the meeting."

Outtasite Sites

The best facilities for exhibitors tend to be those in which the exhibit area, meeting rooms, and sleeping accommodations are under the same roof. Attendees commuting between buildings to attend meetings means that customers are removed from the area and potential exhibit visiting time is used up. It is also helpful if all exhibits can be located in the same hall. When smaller rooms or separate floors split up the booths, you are certain to end up with better and worse locations. The worse-location exhibits may be the ones that don't return next year.

If your meeting is in an area with special attractions outside the conference site, the temptation is to schedule special tours. Positive benefits can be had by inviting the exhibitors along or having them sponsor the tour. If you expect the bulk of the attendees to be away from the site at any point, it might be a good idea to close the exhibits or hold that event when exhibits are normally closed.

Words to the Wise

The best site in the world will lose customers if your conference date conflicts with another big meeting. Often the same company representative covers several states and will have to choose between meetings. Neat, if yours is chosen; revenue down the drain if it isn't. The ALA Exhibits Round Table maintains a fairly good list of forthcoming meetings to help you avoid conflicts. Write ERT, c/o Chris Hoy, ALA, 50 E. Huron St., Chicago 60611 for the list. Other aids from ALA are an *Exhibitors Information Bulletin* from Chris Hoy, and an *Exhibits Procedures Manual*, $2, from the ALA Order Dept.

Library colleagues who have been through the problems may be willing to help on specific questions if you write to them. Some addresses of people in the know:

Chap Parsons, Ohio Library Assn., 40 S. Third St., Columbus 43215. Jerre Hetherington, Texas Library Assn., Box 505, Houston 77001. Stefan Moses, California Library Assn., 717 K St., Sacramento 95814. Anne Idaking, New Jersey Library Assn., 3-25 Dorothy, Fairlawn 07410.

Because our professions are so closely allied, it makes increasingly good sense for us to work together. Budgets are a prime concern for both exhibiting firms and libraries, and a little back scratching can go a long way. □

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Library Employment And Development for Staff

Because of the many career notices and LATE JOBS received for AL's special June preconference issue, LEADS has been modified to provide our readers with the largest number of positions possible. CAREER LEADS will return to its format of articles and notices whenever space permits.

LATE JOB NOTICES

For July/August issue, call (312) 944-6780 AFTER July 10. Listings taken by phone as space permits. 10 lines maximum (approx. 100 characters and spaces per line), $10 per line. ALA institutional members 10% off.

ASSISTANT LIBRARIAN FOR LIBRARY SCHOOL. Responsible for technical services and assistance in other library operations; potential for some instructional responsibilities. Requires ALA-accredited MLS, supervisory capability, knowledge of OCLC systems, 2 yrs.' relevant experience. Salary $11,500, 12-month contract, renewable for 2 additional years. Open July 1. Deadline for applications June 30. Send letter & resume: Director, Division of Librarianship, Emory University, Atlanta, GA 30322. An equal-opportunity, affirmative-action employer.

LIBRARIAN, INTERLIBRARY LOAN (budget approval pending). Requires accredited MLS and minimum 3 yrs.' professional experience in academic, large public, or research libraries. Appointment as senior assistant librarian; minimum starting salary $12,000 for 12 months. Deadline for applications June 9. Send resume, 3 letters of reference, and academic credentials: George W. Cornell, Director of Library Services, State University College, Brockport, NY 14420. An equal-opportunity, affirmative-action employer.

TEACHING LIBRARIAN with extensive reference experience and commitment to the concept of instructional services being sought by upper division university. Responsible for general reference services, science collection development, liaison with academic departments, and development of bibliographic guides and library workshops. Must be comfortable with collegial decision making and participatory management. Should be open to involvement in wider university community activities. MLS or equivalent required; knowledge of the methodology and literature of sciences and/or an additional science subject degree preferred. Faculty appointment with rank and salary of $14,000+ negotiable, depending on education and experience. Send application, postmarked by June 30: John Tongate, Search Committee Chairperson, Sangamon State University Library, Springfield, IL 62708. An equal-opportunity, affirmative-action employer.

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DIRECTOR OF LIBRARY STUDIES AND RESEARCH. Manages library studies and research dept. within the University of California's systemwide administration. Directs and supervises the design and execution of studies of library use & users, book fund justification and allocation, interlibrary delivery mechanisms, book storage, preservation, and related matters. Provides major analytical support in development of comprehensive plans for the systemwide libraries. Coordinates work of the dept. with related research on the university's campuses and elsewhere. Quals. desired: significant experience in management and execution of library studies and research; familiarity with research methodologies; demonstrated ability to work within large organizations; ability to communicate effectively with individuals and groups. ALA-accredited MLS, advanced degree desirable. Salary $26,600-$37,400 depending on experience and qualifications. Send letter and resume by July 30: Edna Coleman, Employment Rep., 734 DLSR University Hall, Univ. of Cal., Berkeley, CA 94720. An affimative-action employer.

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LATE JOB NOTICES CONTINUED FROM PAGE 345.

LIBRARY DIRECTOR to replace retiring director of the West Hartford Public Library. System consisting of main and 2 branch libraries serves community of 68,000. Candidate should have considerable professional library experience, proven administrative ability, and an ALA-accredited MLS. Salary range $23,000-$30,000. Send resume and references by Sept. 1: Chair, Library Board, POB 569, West Hartford, CT 06107. An equal-opportunity, affirmative-action employer.

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Salary range, minimum, or maximum, required for all "Positions Open." "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

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To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago IL 60611.

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Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

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As space permits, late jobs are taken after the general copy deadline has passed. **By phone only, after 10th of the month.** $10/line. ALA-institutional members 10% off. See complete instructions in section.

Address

Place all notices with Connie Pacholski, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

If your institution or organization would like its jobline listed free, send formal authorization to *American Libraries*, LEADS.

ARIZONA Job Hotline: (602) 278-1327. To list a position write: POB 3516, Phoenix, AZ 85030.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Sacramento, CA 95814 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

COLORADO State Library Jobline: (303) 839-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 839-2174.

CONNECTICUT Valley Chapter, Special Libraries Association. For position openings and to list a position with Employment Clearinghouse: phone Adele Clark (203) 248-9032.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, Supreme Court Building, Tallahassee, FL 32303 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

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OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a position (members and non-members): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelope to Marcia Hershoff, Greenbrier Rd., Greenville, RI 02828. To list a position contact Candace Civiak, Systems Office, Providence Public Library, 150 Empire St., Providence, RI 02903. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a position: write Paul Morton, Ralph M. Parsons Co., 100 W. Walnut St., Pasadena, CA 91124 or phone (213) 440-4044.

VIRGINIA Library Jobline: (804) 355-0384. To list a position write the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

POSITIONS WANTED

MLS. Much experience in cataloging and references. German (can teach, too), French, Russian. E. K., 620 Cedar Ave., So Apt. 406, Minneapolis 55454.

MLS seeks challenging position with special/academic libraries. Experience: management, cataloging serials and monographs, all aspects of serials work, use of OCLC, reference, circulation. Fluent Spanish, reading knowledge of Italian and French. **Box B-748-W.**

MLS, UNC (expected graduation: Aug. '78). 3 yrs.' experience: academic library—serials, acquisitions, bibliographic searching; public library—circulation, reference. Library school curriculum geared to reference and information services. Am exploring opportunities in reference work in the northwest and midwest. Please contact: S. Auld, Route 2, Box 453A, Durham, NC 27705.

MLS, SUNY ALBANY, '76 seeking entry-level public services/reference/government documents/ILL/library orientation position. Public, academic, special library. Have 1 yr. circulation department experience (clerical). Will relocate. Resume: R. Welton, RFD #1, Box 97F, Monticello, NY 12701.

REFERENCE LIBRARIAN/GOVERNMENT DOCUMENT POSITION. MLS July 1978. Experienced college sociology instructor. Available from July 1978. Will relocate. Resume from H. Berke, 9 South Seneca St., Waterloo, NY 13165. Phone (315) 539-2275.

MLS UNIVERSITY OF WISCONSIN/MADISON. MA, BA art history. Experience in art, university, and public libraries. Read German, French, Italian. Seeking art related entry-level position in academic, public, or special library. Available immediately. Will relocate. Resume: A. Foley, 5326 S. Cornell #212, Chicago, IL 60615.

MLS (ALA-ACCREDITED); MA (audiovisual and administration); BA (education). 4 yrs.' experience in libraries, audiovisual, and teaching. ALA and AECT membership. Flexible, willing to relocate. Will work any level, in any type of library. Can travel, teach, direct, do workshops. Knowledge of automation. Contact: Johnson, 70 Martin St., Rockingham, NC 28379.

ALA-MLS desires position in special library/museum/archives. Philadelphia or S. Jersey area only. Interest in decorative arts, local history. Archives certificate. Experience in photograph cataloging, bibliography, abstracting, and indexing. Familiarity with online services. Excellent command of English language. M. Barker, 24E Millside Manor, Delran, NJ 08075. (609) 461-7783.

LIBRARY CONSULTANT for collections without full-time professionals. Specialist in cataloging, evaluation, planning, and book reviewing. Write for information and references. Will accept consultations anywhere during summer. Contact Bet Yoatz Library Services, 6247 N. Francisco, Chicago, IL 60659. (312) 262-8959. Also Judaica specialist for larger libraries. BA, MS Columbia.

WANTED - school library or public children's position for July/August '78. Have BS in elementary education, MLS '76 Case Western Reserve in school libraries. 6 yrs.' teaching and part-time library experience. Have certificate K-12 in educational media & 1-8 in elementary education. Will relocate. Contact: M. J. Weingart, 547 McDonald Ave., Galion, OH 44833.

TECHNICAL LIBRARIAN, TRANSLATOR, ETC. BS chemistry, MA Slavic languages, MLS, BS engineering. All Romance, Germanic, and Slavic languages, plus some useful knowledge of others. Extreme polymath. T. Yoshida, 148 8th Ave., New York, NY 10011.

SERIALS LIBRARIAN, MSLS, ILLINOIS, seeking to reenter field after 4 yrs.' data processing/accounting. 9 yrs.' experience with serials collections in medium/large academic and community college libraries. Extensive ALA committee work. Willing to relocate. Resume from D. Briggs, 11071 Tiara St., N. Hollywood, CA 91601.

MLS, '75, LIU, BA history seeking entry level reference/government document position in a public/academic/special library. Have volunteer and part-time experience in public/academic reference. Will relocate. Resume from M. Stiene, 12 S. Hollow Rd., Dix Hills, NY 11746.

MLS, AUG. '78 CLARION STATE. Seeking position in small public or private college library. Wish to be involved in adult program development, library cooperation. For resume, write: D. E. Dial, 307 Wyleswood Dr., Berea, OH 44017.

MLS '78 CORNELL UNIVERSITY, BS natural resources '77. Reference/government documents/or computerized literature search position in academic/special library. B. Graff, 3942 Lockport Rd., Sanborn, NY 14132.

MLS, SPECIAL. BA social sciences, history, elementary education. Seeking reference/cataloger librarian position, children's, or any librarian position in public, special, academic library. Have preprofessional experience in public, academic reference and in academic cataloging. Will relocate. Contact M. Tisdale, 1044 Toll St., Eddystone, PA 19013, (215) 872-1964.

EXPERIENCED HEAD OF TECHNICAL SERVICES wants job exchange or sabbatical replacement position, New York City area, 1978/79 academic year, in order to accompany spouse on sabbatical. Academic and public library background, Dewey, LC, serials, some reference, teaching, and consulting. Position offered includes supervision 6–7 FTE in acquisitions, cataloging (COM catalog well established), and serials. Salary $14,600. E. Newberg, Parmly Billings Library, 510 N. Broadway, Billings, MT 59101 (406) 248-7393.

MSLS DREXEL '78, BA Barnard history, seeks entry level position academic library, preferably acquisitions or circulation, reference, gift/exchange, ILL. Experience: bookstore clerk, library assistant. F. G. Hoenigswald, 908 Westdale Ave., Swarthmore, PA 19081.

10 YRS.' EXPERIENCE as public library clerk, filer, book processor. Must leave Massachusetts weather before November (mother's health). Virginia preferred. Minimal retardation limits job possibilities. High school graduate. Perfect job attendance record since 1968. Excellent health. Top references. Available October 1. J. Jackson, 40 Jones Ave., Randolph, MA 02368.

ALBUQUERQUE LOCATION DESIRED. MLS with varied experience in university, public, and school libraries. Also have MLA certification. LSCA grant experience. Public relations orientation. Seeking either full or part-time position. Write S. Clayton, 601 S. Craycroft Rd., Tucson, AZ 85711.

CHILDREN'S/ADOLESCENTS' LITERATURE, PhD '78, Michigan State University. Library Science cognate '77, the University of Michigan. Seeking faculty position teaching materials selection and services to children and young adults in a school of library science. Will relocate. Contact: S. G. McNamara, 301 Erickson Hall, Michigan State University, East Lansing, MI 48824.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant cataloger. Immediate appointment. 11-month faculty. Original cataloging, catalog maintenance, supervises staff of 3. Teaches bibliographic skills course. ALA-accredited degree, minimum 2 yrs.' original cataloging. Salary dependent on experience, $11,500–$13,500 range. **Apply by June 12:** Ellis Hodgin, Director of Libraries, **College of Charleston, Charleston, SC 29401.** An equal-opportunity employer.

Assistant cataloger, Oklahoma State University at Stillwater. Original cataloging of monographs and some nonbook materials (primarily in English language and in all subject fields). Shared revision of filing in public catalog. 5 hrs.' reference work per week at the catalog consultant's desk. Latest Dewey classification used. Accredited MLS required; cataloging experience and familiarity with OCLC desirable. Health and accident insurance, free life insurance, TIAA and state retirement. Faculty rank, 40-hour week, 1-month vacation. $9,600–$10,200. Position available Sept. 1. **No applications accepted after July 15.** Send resume and 3 references: Norris K. Maxwell, Assistant Librarian, **Oklahoma State University, Stillwater, OK 74074.** This is a reopening of a previously announced position. **Interviews at ALA Placement Service during annual conference June 1978 in Chicago.** An equal-opportunity, affirmative-action employer.

Assistant director, head, resource & research division, Teachers College Library. Responsible for overall collection development analysis, planning, and policy formulation. Administers bibliographic control, reference, and special collection departments and coordinates acquisition policy. Wide range of activities; works closely with faculty. Qualifications: MLS; substantial experience in collection development in an academic library; demonstrated administrative ability; graduate degree in academic field, preferably education or behavioral sciences. Salary $19,000–$21,500 depending on experience. Position open Sept. 1. Library services 5,000 graduate students, 89 doctoral programs, member RLG. New facility planned for 1980. **Send resume and names of 5 references by July 1:** The Director, **Teachers College Library, Columbia University, Box 69, 525 West 120th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Assistant librarian for circulation and reference at Kauai Community College, located 100 miles northwest of Honolulu. MLS and strong interest in community college learning resource center programs and services. Starting salary $13,488 for 11 months depending on qualifications. Position available Aug. 1978. Send resume: Dean of Instruction, **Kauai Community College, RR #1, Box 216, Lihue, HI 96766.** An equal-opportunity employer.

Assistant librarian for reference and cataloging at Briar Cliff College. Responsible for cataloging, using Library of Congress classification; working knowledge of OCLC; supervision of catalog maintenance; reference and interlibrary loan. Requires MLS degree. Preference given to applicants with ability to teach children's literature course. Salary range: $9,500–$11,500. **Apply by July 1:** Sister Margaret Wick, Academic Dean, **Briar Cliff College, Sioux City, IA 51104.** An equal-opportunity, affirmative-action employer.

Assistant reference librarian. Position open July 1. Duties include coordination of all orientation and bibliographic instruction on graduate and undergraduate level, working with faculty to integrate library use into academic program, and general reference service in a progressive, service-oriented reference department. Salary $10,000 minimum. 12-month contract. TIAA/CREF and many other fringe benefits. ALA-accredited MLS or equivalent. Experience with library instructions program desired. Send application and resume: Royal V. Pope, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701. Interviews may be arranged at ALA Chicago conference.** An equal-opportunity, affirmative-action employer; welcomes applications from all qualified individuals.

AV media librarian. Plan, establish, and operate a small audiovisual media center for a technological university library. Some reference duties. Master's in AV media and/or library science, education and background in science and technology literature and information resources, relevant media center experience. $15,000 p.a., TIAA/CREF eligibility. Position open Sept. 1. Send resume and references: Director of Libraries, **Polytechnic Institute of New York, 333 Jay St., Brooklyn, NY 11201.** An equal-opportunity employer M/F.

Catalog editor. Coordinates catalog maintenance activities under supervision of head of automated processing department. Responsible for designing and implementing manual system for authority control of all new and some retrospective names and subjects. Assists in planning the future status of the catalog. (Automated processing catalogs approximately 90% of all new monographic titles and is responsible for overall catalog maintenance.) ALA-accredited MLS required. Prefer previous experience with AACR, name and subject authority work, a research library catalog, and OCLC or other automated cataloging support systems. This position is accompanied by faculty rank. Salary commensurate with experience and qualifications: $11,500–$13,500. Group health and accident insurance, TIAA/CREF, 12-month appointment, 1-month vacation. **Send resume by June 30:** Donald R. Hunt, Library Director, **University of Tennessee/Knoxville, Knoxville, TN 37916.** An equal-opportunity, affirmative-action, Title IX employer.

ASSOCIATE UNIVERSITY LIBRARIAN
UNIVERSITY OF FLORIDA

The University of Florida is accepting applications ***through June 22, 1978,*** for an associate university librarian position (#82208), in the reference and bibliography department of the university libraries. This position requires an ALA-accredited MLS and 7 yrs.' experience in a university reference department. Education or library experience business administration is highly desirable. Beginning salary range is $10,500–$17,000 depending on experience. Excellent fringe benefits.

Send complete resumes:

Robert L. Willits
Administrative Employment Manager
2nd Floor HUB
University of Florida
Gainesville, FL 32611

An equal-opportunity, affirmative-action employer.

Cataloger at a multi-campus 2 yr. technical college. Must have ALA-accredited MLS and at least one course in the cataloging of audiovisual materials. Must have minimum of 2 yrs.' experience in a professional capacity as a cataloger using LC system. Minimum salary $11,000. Send detailed resume: **Personnel Office, P.O. Drawer Q, Columbia, SC 29250.** An equal-opportunity employer.

Cataloger (Librarian II). Responsible for original cataloging of monographs, with major responsibility for AV materials. Department consists of 2 librarians, 6 full-time support staff, and student assistants. Activities include processing approximately 10,000 volumes per year, final phase of reclassification from Dewey to LC, inputting current and retrospective records into OCLC, and maintenance of a Union COM catalog. Must have ALA-accredited MLS and proven ability to apply AARC and LC classification to materials in print and other formats. Prefer at least 4 yrs.' progressive experience. Salary $14,500+ depending on qualifications. Fringe benefits include sick leave, TIAA/CREF, Blue Cross. Position available immediately. **Apply with resume by July 1:** Personnel Office, **North Dakota State University, Fargo, ND 58102.** An equal-opportunity institution.

Cataloger, Middle Eastern languages. Primary responsibility for cataloging monographs and serials in Arabic, Hebrew, and Yiddish. ALA-accredited MLS required; however, applicants close to the completion of an MLS will be considered with the understanding that they will complete the program in the near future. Other requirements are strong academic background in Middle Eastern literature, history, and/or culture, and an aptitude for analytical and detail work as demonstrated through previous relevant experience and/or superior performance in a formal course in cataloging. Preferential consideration will be given to candidates with additional subject or language backgrounds applicable to cataloging books and serials other than those in Hebrew, Arabic, and Yiddish. Librarian I; minimum salary $11,500. **Deadline June 30.** Submit resume: **Butler Library, Box 35, Columbia University, 535 W. 114th St., New York, NY 10027. Will be interviewing at ALA conference.** An equal-opportunity employer.

Cataloger. MLS from accredited library school. OCLC cataloging experience desirable. Salary $10,000+ depending on qualifications and experience. Position available July 1. Apply with resume: Anne Edmonds, Librarian, **Mount Holyoke College Library, South Hadley, MA 01075.** An equal-opportunity, affirmative-action employer.

Cataloger with faculty rank. Responsible for original cataloging and classification of all types of library material in all languages acquired, revising card catalog filing, and instructing library users in the use of the card catalog. ALA-accredited MLS. 2–5 yrs.' cataloging experience at professional level in a medium to large research library, OCLC experience desired. Competence in use of AACR, rev., standard bibliographic tools, and LC classification. Cataloger's competence in foreign languages. Physical mobility. Position effective July 1, subject to legislative approval. Salary $12,500 min. **Closing date for applications July 15.** Send resume and names of 3 references: Carol J. White, Chairperson of Search Committee, **University of Wyoming Libraries, Box 3334, University Station, Laramie, WY 82071.** An equal-opportunity, affirmative-action employer.

Director of library for independent liberal arts college offering undergraduate and graduate programs. Responsible for programming, budget, personnel, service, and teaching a course in library usage. Will also be involved in planning library addition or new building. Director is chief acquisitions officer. Salary range $18,000–$20,000, faculty status, TIAA/CREF retirement plan. Requirements: MLS + second master's in liberal arts field, at least 5 yrs.' administrative experience, strong background in technical services including familiarity with OCLC or similar computerized data base, and in designing activities to support academic programs. College-level teaching experience desirable. Position open Sept. 1. **Send application, resume, transcripts, and 3 letters of reference by June 30:** Provost, **Hood College, Frederick, MD 21701.** An equal-opportunity employer.

Environmental design librarian to head new branch library. Position anticipated to begin Sept. 1. Required: ALA-accredited master's; advanced education in architecture, urban design, or related field, or relevant experience. Responsibility for overall development and operation including staff supervision, materials selection, reference, and faculty liaison. Auraria libraries serves Community College of Denver at Auraria, Metropolitan State College, and University of Colorado at Denver. Faculty status, 12-month contract, 22 days vacation per year. Salary $12,500. **Deadline for letter of application and resume June 30:** Marilyn Mitchell, **Auraria Libraries, Lawrence at 11th St., Denver, CO 80204.** An equal-employment opportunity, affirmative-action employer.

Head of reference department, to be filled by Sept. 1. Duties and responsibilities: manages and provides leadership for a reference department that includes 9 librarians, 1 library assistant, 2 clerks, and a number of student assistants. Responsibilities include reference, computer search services, library instruction, faculty liaison, interlibrary loan, and government documents. Must be capable of assuming the leadership of the department, service oriented, and committed to managing, developing, and actively participating in a program of services designed to meet the information needs of the university community. Ability to work effectively with students, faculty, and librarians. Must have 4 yrs.' experience in reference or related supervisory activities, an ALA-accredited MLS, and an additional graduate degree. Outstanding candidates without an additional degree will be considered, but a second graduate degree is required for tenure. Salary range for 12-month appointment $16,500–$19,500 depending on qualifications. Tenure-track position, TIAA/CREF, Blue Cross-Blue Shield. **Letter of application and resume must be sent before July 15:** James C. Eller, Associate Director for Library Services, **Wichita State University, Box 68, Wichita, KS 67208.** Wichita State University is an affirmative-action employer. Applications from minority persons and women are encouraged.

Head, reference department. Responsible for management of the main library reference department, including all aspects of reference desk service, scheduling, participation in development of library use instruction programs, and reference collection development. Some night and weekend work. ALA-accredited MLS; 3–5 yrs.' reference experience, with 1 yr's. demonstrated successful management at department head or assistant department head level in a research library; second master's degree (business background preferred) viewed as an asset. Salary $15,000 minimum, appointment anticipated at assistant professor rank. **Send resumes and names of 3 references by July 1:** Jean S. Johnson, Coordinator of Public Services, **Coe Library, Box 3334 University Station, University of Wyoming, Laramie, WY 82071.** An equal-opportunity, affirmative-action employer. Subject to legislative approval.

Health sciences reference librarian. Responsible to the head of reference/documents, main library. Provides general reference service with specialization in health related sciences. Responsibilities include bibliographic instruction for researchers in nursing, health and safety, special education and rehabilitation; participation in collection development; and online information retrieval. ALA-accredited MLS required. Experience or training in DIALOG and MEDLINE preferred. Desired qualifications: appropriate reference experience, advanced degree in related subject field, and MLA certification. Salary commensurate with experience and qualifications: $11,500–$15,000. Group health and insurance, TIAA/CREF, faculty rank, 12-month appointment, 1-month vacation. **Send resume by June 30:** Donald R. Hunt, Library Director, **University of Tennessee/Knoxville, Knoxville, TN 37916.** An equal-opportunity, affirmative-action, Title IX employer.

Jewish studies librarian. Requires ALA-accredited MLS and appropriate university course work in Judaic studies; a thorough knowledge of Hebrew and a working knowledge of German and Yiddish; academic library cataloging experience desirable. Duties: bibliographic duties include participation in collection development and part-time reference desk duties; cataloging duties include descriptive and subject cataloging and classification of Judaica and other foreign language materials. Starting date Aug. 1. Salary range $10,000–$11,500. **Send resume, transcripts, and name of references by July 10:** Judy Fox, Chief, Catalog Department, **Washington University Libraries, St. Louis, MO 63130.** An equal-opportunity, affirmative-action employer.

Junior library specialist, S-2 Government Documents Collection, University of Hawaii Library, pending position clearance. Full-time, available Sept. 1, annually renewable, tenurable. Duties: provide reference and processing services, conduct library instruction in the use of documents. UH gov. docs. coll. is U.S. regional and U.N. depository. Minimum qualifications: ALA-accredited MLS, 1 yr's. professional library experience or its equivalent. Knowledge of history and government desirable. Salary $12,624–$15,948, depending on experience. Send resume and the names of 3 references: Personnel Clerk, **Hamilton Library, 2550 The Mall, Honolulu, HI 96822. Interviewing is planned at ALA Placement Service. Applications must be received by June 30 or brought to the ALA Placement Service interview.** An equal-opportunity employer.

Librarian - cataloging position open Aug. 1 at expanding state university in D.C. area. 12-month appointment, instructor rank: $10,000–$13,000; assistant professor rank: $13,000–$16,000 based on education and experience. Requirement: ALA-accredited MLS. Background in nonbook materials and/or music required. Experience with OCLC and use of media is desirable. **Send resume by June 30:** Alana Ho, Chairperson, Library Committee on Appointment, **George Mason University, 4400 University Dr., Fairfax, VA 22030.** An equal-opportunity, affirmative-action employer.

Search Reopened

DIRECTOR OF UNIVERSITY LIBRARY

THE UNIVERSITY OF NEBRASKA AT OMAHA

Responsibilities: The director reports to the Provost, sits on Council of Academic Deans, manages budget, supervises staff, consults with faculty advisory committee, ensures support of collegial academic programs. Maintain liaison with libraries on other campuses of the University of Nebraska.

Qualifications: ALA-accredited MLS required; second master's degree or doctorate highly desirable. Extensive and progressively more responsible experience in management of a university library; effective human relations skills; knowledge of current trends and applications of technology in libraries important.

Facilities: Handsome new library building designed to handle target enrollment of 20,000 students. Library budget approximately $1.5 million.

Salary range: $26,000–$31,000.

Applications or nominations should be postmarked **no later than July 14, 1978:**

Dr. John M. Newton
Chair, Librarian Search Committee
University of Nebraska at Omaha
POB 688
Omaha, NE 68101

Also interviewing at ALA meetings, contact Placement Service.

An equal-opportunity, affirmative-action employer.

Librarian - education library coordinator in the educational resources center. Responsible to the director of the ERC for the activities, services, and personnel including 3 professional librarians. Responsible for liaison between the ERC library and the university library administration, and for implementation of university library policy. Coordinates all ERC library activities giving guidance and direction as required. Shares professional activities with staff, e.g. reference service, online bibliographic searching, library orientation, bibliographic instruction, and collection development. ALA-accredited MLS required. Administrative experience necessary. Teaching and/or library experience at the elementary, secondary school, or college level necessary. Should include audiovisual background and experience. Library experience, preferably in an education library, desirable. Familiarity with curriculum guides and materials and/or young adult literature. Some exposure to online automated systems. Should be highly public service oriented. Faculty status, assistant professor rank, salary $14,375 for 12 months. Excellent fringe benefits. A 2-yr. temporary (term) appointment. **Send resumes by June 30:** Carl H. Sachtleben, Director of Libraries, **Western Michigan University, Kalamazoo, MI 49008.** An equal-opportunity, affirmative-action employer.

Librarian: full-time, temporary, academic-year position for reference and varied other duties depending on interests of applicant and needs of library. Salary commensurate with qualifications and experience, minimum $9,200. MLS required; music cataloging experience preferred. **Apply by June 15:** Jane Subramanian, **F. W. Crumb Library, State University College, Box 620, Potsdam, NY 13676.** An equal-opportunity, affirmative-action employer.

Librarian - interlibrary loan services. Plans and administers all activities pertaining to interlibrary loan and Southwestern Education Library Project (SWELP) services. Coordinates library services to continuing education centers. Coordinates reference, bibliographic, and interloan services to SWELP libraries. Coordinates interlibrary loan activities with local, regional, national, and international libraries and networks. Schedules interlibrary loan office personnel. Supervises and trains office personnel in bibliographic and searching techniques. Other duties as assigned. Reports directly to head of circulation services. ALA-accredited MLS required. Some library experience including reference, online computer operations, and the use of OCLC terminals helpful. Organizational and administrative ability necessary. Must be strongly service oriented. Outgoing personality and an ability to work under pressure of deadlines necessary. Faculty status, instructor rank, salary range starts at $12,500 for 12 months. Excellent fringe benefits. 1-yr. temporary appointment. **Send resumes by June 30:** Carl H. Sachtleben, Director of Libraries, **Western Michigan University, Kalamazoo, MI 49008.** An equal-opportunity, affirmative-action employer.

Librarian - position in reference will be open July 1 at expanding state university in D.C. area. 12-month appointment, instructor rank: $10,000–$13,000; assistant professor rank: $13,000–$16,000, based on education and experience. Requirement: ALA-accredited MLS. Preference given to reference experience in an academic library; background in sociology, anthropology, or health science for liaison with sociology and nursing departments; online data base searching experience. **Send resume by June 30:** Alana Ho, Chairperson, Library Committee on Appointment, **George Mason University, 4400 University Dr., Fairfax VA 22030.** An equal-opportunity, affirmative-action employer.

Librarian - serials. Temporary position, 1 yr. appointment to replace serials librarian on leave. Responsible for acquisitions, receipt and binding operations of centrally processed serials collection. Also responsible for service to serials housed in main collection. Supervises 5 support staff and 9 student assistants. ALA-accredited MLS, 3 yrs.' academic library experience, 2 yrs.' serials experience. Supervisory experience required. Faculty rank. Salary $10,500 for 12 months. **Closing date for applications June 15.** Send letter of application and resume, including academic credentials: Iris Jeffress, Serials Librarian, **Baylor University, POB 6307, Waco, TX 76706.** An equal-opportunity employer.

Librarian, social science reference. Gives general reference service to faculty and students, and instructs university classes in social science bibliographic sources on request. ALA-accredited MLS; undergraduate or graduate degree in social science with history emphasis. Salary $11,300+ depending on qualifications. 24 days vacation, generous sick leave, TIAA/CREF. **Deadline July 1.** Apply: Director, **University Library, University of Nebraska at Omaha, Box 688, Omaha, NE 68101.** An equal-opportunity, affirmative-action employer. Minority, female, and handicapped applicants are invited to identify themselves.

Librarian - special collections. Will develop and maintain various special collections and assist with supervision of public service operations. The collections will include microforms, AV materials, documents, manuscripts, maps, rare books, and the history of technology. Applicants with a background or demonstrated interest in technical materials and their history, one or more yrs.' appropriate experience, and an accredited MLS will be given preference. Salary from $10,500 depending on qualifications. 12-month appointment with 24 days vacation per year and faculty fringe benefit program starts summer 1978. Send resume with references and transcript: James C. Andrews, Director of Libraries, **Rensselaer Polytechnic Institute, Troy, NY 12181.** An equal-opportunity, affirmative-action employer.

Librarians: 2 positions open, Sept. 1, 1978 as part of library reorganization. 1) Provide bibliographic instruction and collection development in 2 of 6 academic divisions (assignments based on abilities of incumbents and appointees), share reference duty, plan for and evaluate a technical service area. 2) Provide bibliographic instruction and collection development in 1 of 6 academic divisions, share reference duty, administer special collections and university archives. Faculty rank, 9-month contract, salary $10,000–$11,500. Requirements: MLS, relevant experience, a commitment to library skills as a liberal art. **Applications accepted until July 1.** Indicate if ALA Conference interview possible. John Sheridan, **Transylvania University Library, Lexington, KY 40508.** An equal-opportunity, affirmative-action employer.

OCLC coordinator. Introduce OCLC. Coordinate 7 FTE in cataloging, acquisitions, journals, binding. Requires: ALA-accredited MLS, OCLC monograph cataloging experience, original classification/cataloging. Preference given for administrative experience, more than 3 yrs.' in technical processes, and ability to analyze complex systems. Pittsburg State University is a multi-purpose university in an attractive city of 23,000. 12-month contract, 22 days vacation, fine fringe benefits, faculty rank and status. Minimum salary $16,200. Position open after Aug. 1. **Applications complete by July 21:** Search Committee, **Pittsburg State University Library, Pittsburg, KS 66762.** An equal-opportunity, affirmative-action employer.

Personnel/business librarian. A staff position reporting to the director of libraries with responsibility for developing and interpreting personnel policies and procedures, all general personnel transactions, and for maintenance of all personnel records. In addition, the position is responsible for all business routines, procedures and records, all bookkeeping and accounting, general building management and maintenance, and for the operation of the shipping room and mail services. ALA-accredited MLS is required and an MBA or similar degree in administration or management is desirable. Minimum of 5 yrs.' professional library experience required, with significant experience in either personnel management or a general business and administrative position. Salary $15,000–$20,000. 12-month appointment with faculty rank + faculty perquisites including TIAA/CREF. **Closing date for applications July 1.** Send resume and 3 references: Leo W. Cabell, Chair, Search Committee, **University of Colorado, Boulder, CO 80309.** An affirmative-action and Section 504 employer.

Research and planning librarian. A staff position reporting to the director of libraries and involving such administrative responsibilities as reviewing library systems and procedures, collecting and analyzing library statistics, assisting in the development of long-range planning, and planning and directing data processing activities. May supervise small staff. ALA-accredited MLS required. Minimum 5 yrs.' library experience desirable, to include evidence of administrative responsibilities + participation in planning systems and data processing activities. Formal course work and/or experience in research methods, statistics, and/or business administration desirable. Salary range $16,000–$20,000. 12-month appointment with faculty rank + faculty perquisites including TIAA/CREF. **Closing date for applications July 1.** Send resume and 3 references: Leo W. Cabell, Chair, Search Com-

LATIN AMERICAN LIBRARIANS
UNIVERSITY OF FLORIDA LIBRARIES

Currently accepting resumes for the following two Latin American Librarian positions:

Assistant university librarian (#82745): responsibilities include work at the reference desk and ordering materials. Requires ALA-accredited MLS and proficiency in Spanish. A degree in Latin American studies and knowledge of Portuguese and French are desirable. Salary $9,000 or more, depending on qualifications.

Associate university librarian (#82201): position needs a Latin American bibliographer and documents librarian to help build and service the general and documents collections. Requires ALA-accredited MLS, reasonable proficiency in Spanish and Portuguese, and 4 yrs.' pertinent experience. Prefer a degree of government organizations and publications. Salary $10,500–$17,000 depending on qualifications.

Both positions have faculty status, a noncontributory state retirement plan, 22 working days vacation annually, and group health insurance available. ***Send complete resumes by June 15, 1978:***

Robert L. Willits, Administrative Employment Manager, 2nd Floor HUB, University of Florida, Gainesville, FL 32611.

An equal-opportunity, affirmative-action employer.

mittee, **University of Colorado Libraries, Boulder, CO 80309.** An affirmative-action and Section 504 employer.

Senior cataloger. Responsible to head of technical services for cataloging print and nonprint materials for main library and learning resources center. Applicants should have ALA-accredited MLS, OCLC experience at college level, and be willing to teach undergraduate course in technical processing. 12-month contract with faculty rank, state teachers retirement, and social security. Salary $12,000 minimum depending on qualifications. Send resume with 3 letters of recommendation: Charles E. Beard, Director of Libraries, **Georgia College, Milledgeville, GA 31061.**

Serials cataloger (search reopened). Original and copy cataloging in autonomous serials department; assists in supervising 10 support staff; in charge during head's absence. ALA-accredited MLS required. Prefer experience in serials cataloging using AACR, LC classification and subject headings. Experience with OCLC or other automated cataloging systems desirable. Salary commensurate with experience and qualifications: $11,500–$13,500. Group health and accident insurance, TIAA/CREF, faculty rank, 12-month appointment, 1-month vacation. **Send resume by June 30:** Donald R. Hunt, Library Director, **University of Tennessee/Knoxville, Knoxville, TN 37916.** An equal-opportunity, affirmative-action, Title IX employer.

Technical services coordinator. ALA-accredited MLS. 3 yrs.' experience in academic library technical processes. Demonstrated leadership ability. Responsible for coordinating work of acquisition and cataloging. Faculty rank and benefits. Good salary depending on experience, minimum $12,000. **Closing date June 15.** Send resumes: Dr. Tommie Young, Director, **F. D. Bluford Library, North Carolina Agricultural and Technical State University, Greensboro, NC 27411.**

2 POSITIONS: Virginia Polytechnic Institute and State University is accepting applications for the following junior level vacancies (instructor/assistant professor level). Salary $12,000 minimum for 12-month position. **1) Assistant science and technology librarian.** Qualifications: reference service in all science/technology areas and specialized reference and collection development in biological sciences, forestry, and wildlife. Faculty liaison, library instruction, and computer-based literature searches for these academic departments. Requires ALA-accredited MLS and BS in one of the above subjects with subject master's degree, 2 yrs.' appropriate reference experience, and familiarity with DIALOG and ORBIT preferred. **2) Science and technology cataloger.** Qualifications: responsible for original cataloging and classification of materials in the science and technology subject areas. Requires ALA-accredited MLS, familiarity with Library of Congress classification system, and working knowledge of one or more foreign languages. Cataloging experience and a degree in a science or technology field preferred. **Apply by July 1:** Thomas A. Souter, Associate Director of Libraries, **Virginia Polytechnic Institute and State University Libraries, Blacksburg, VA 24061.**

COOPERATIVE AGENCY

Director for 5-county library system serving 64 member libraries in a 3,000 sq. mile area in the picturesque Mid-Hudson Valley of New York State. Have full, competent staff providing a wide range of services to the public libraries of the area. Exciting position offering many opportunities for growth. Applicant should have proven administrative skills and ability to deal effectively with wide range of people: librarians, trustees, government officials, and the general public. Qualifications: MLS, 10 yrs.' professional experience, with at least 3 yrs.' in responsible administrative position. Starting salary is $27,500 with excellent New York State benefits. Position open Nov. 1. Send application: Search Committee, **Mid-Hudson Library System, 103 Market St., Poughkeepsie, NY 12601. Will also interview at ALA Conference in June.**

Network development consultant to work with administrators of academic, special, institutional, school, and public libraries in developing cooperative programs in western and southern suburbs of Chicago. Responsible to executive director. Salary to be determined after completion of salary schedule revision in process - minimum $16,000. Requires graduate LS degree and 6 yrs.' experience in at least 2 kinds of libraries, one of which was a public library. Send resume with salary history: Executive Director, **Suburban Library System, 125 Tower Dr., Burr Ridge, IL 60521.**

LIBRARY EDUCATION

Assistant or associate professor. (Position reopened) Teach graduate and undergraduate courses in school librarianship, including beginning and advanced cataloging. Required: doctorate (completed or near completion) and graduate library science degree emphasizing school librarianship. Desired: evidence of successful university teaching, school library experience, technical services experience, publication record. 9-month salary $14,000+ depending on qualifications. Begin Aug. 21. **Send letter and vita before June 30:** Personnel Committee, Box FLS, College of Education, **Arizona State University, Tempe, AZ 85281.** An equal-opportunity, affirmative-action employer.

ASSISTANT PROFESSOR LIBRARY SCIENCE

To teach courses in information science: introductory programming and online searching; other courses relevant to applicant's training and experience, as for example, database management. Doctorate in library science, or in a discipline related to the teaching specialty; library or information center experience; knowledge of computer applications to library operations. Teaching experience desirable; research and publication expected and encouraged. Minimum $15,000 for 9 months. Appointment January 1979 or earlier; ***resume by August 1.***

Lester Asheim, School of Library Science 026 A, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27514.

An equal-opportunity, affirmative-action employer.

Faculty member for school library media program in small department of library science. Accredited MLS and school library experience required; additional master's or doctorate preferred. Appointment as assistant professor with salary in the $13,000 range, depending on experience and training. Academic year contract. Contact: Dean, Library Services, **West Virginia University, Morgantown, WV 26506.** An equal-opportunity, affirmative-action employer.

LAW LIBRARY

LAW CATALOGER

O.W. Coburn Law Library, Oral Roberts University, Tulsa, Oklahoma. Position open immediately for qualified person with M.L.S. degree from ALA-accredited library school. Previous law library experience and knowledge of OCLC highly desirable, but not essential. Faculty status; excellent fringe benefits. $12–15,000, depending on experience. Send letter of application and résumé to: Adrienne deVergie, Assistant Law Librarian, O.W. Coburn Law Library, Oral Roberts University, 7777 S. Lewis, Tulsa, OK 74171.

An equal opportunity employer.

EXECUTIVE DIRECTOR OHIONET

The executive director of OHIONET is responsible for the administration, development, and management of a statewide library cooperative network that will provide a wide variety of services to all types of libraries. The executive director's responsibilities include planning, budgeting, implementing, coordinating, controlling, evaluating, and monitoring services and operations, consistent with the overall objectives and goals of OHIONET.

Qualifications include MLS degree or equivalent credentials, 10 yrs.' professional experience, and demonstrated successful performance in positions of progressively greater administrative responsibility. In addition, the executive director shall have an extensive knowledge of librarianship with strong interest in all types of libraries and library networks. Evidence of significant professional accomplishment is desirable. Previous relevant experience should include: budgeting, program planning and implementation, library automation and/or library networking, and data processing. The ability to communicate effectively is essential. Experience with the OCLC system or similar system is highly desirable.

Salary commensurate with education and experience, minimum $30,000. Benefits include Social Security, retirement, life and health insurance, holidays, vacation, and sick leave. Position available September 1.

To be assured full consideration, nominations and applications (including resume citing 3 references) should be submitted by July 1:

Hannah McCauley, Chairperson
OHIONET
Ohio University
1570 Granville Pike
Lancaster, OH 43130

An equal-opportunity, affirmative-action employer.

PUBLIC LIBRARY DIRECTOR

Director for public library in Champaign, Ill., a university community of 75,000. New (Feb. 1978) 42,000 sq. ft., $3 million building; staff of 53; full range of services, including a very active audiovisual program. Annual budget of $770,000. ALA-accredited MLS, at least 5 yrs.' administrative/supervisory experience in public library. Applicant must be able to relate well to other community leaders, government officials, and the general public. Should have financial skills in the areas of budget planning and writing skills for compiling and analyzing reports. Salary of $22,000 upwards, depending on experience. IMRF and 20 days annual leave. ***Deadline for applications July 15.***

Send resume, references, and all pertinent information:

Alice Fox
Lincoln Trail Libraries System
1704 W. Interstate Dr.
Champaign, IL 61820

Academic and research library coordinator. Newly created position responsible for expansion of BALLOTS services to academic/research libraries; functional analysis of library technical processing operations in academic libraries to support their use of BALLOTS; representation of BALLOTS at professional meetings. Appropriate experience usually associated with ALA-accredited MLS with 5 yrs.' working experience in cataloging and/or technical processing in an academic library; demonstrated leadership skills; experience with automated technical processing or library systems analysis and data processing systems essential. Full description of duties on request. Minimum salary $17,400/annum given 5 yrs.' experience. Apply: Jan Thomson, Assistant to the Director, **BALLOTS Center, Encina Commons, Stanford University, Stanford, CA 94305.**

PUBLIC LIBRARY

Assistant director for the Western Plains Library System. Minimum qualifications: ALA-accredited MLS and an enthusiasm for working and living in a rural area. Public library experience highly desirable. Responsibilities include some extension services, children's services, and overall assistance with the administration of the system. Salary range from $12,000, depending on experience. Additional benefits include 21 days vacation, health and life insurance. Position open Aug. 1. **Deadline for applications July 1. Applications received before June 15 will be considered for interviews at ALA in Chicago.** Send resumes and credentials: Director, **Western Plains Library System, 224 South First St., Montevideo, MN 56265.**

Assistant director, South Bend Public Library. Responsible to director for public service activities of main library, 5 branches, and bookmobile. ALA-accredited MLS; minimum 5 yrs.' professional experience in public library, 2 in administration. MBO or participatory management style preferred. Proven ability to develop dynamic material collections and information services that satisfy patron demands and increase library usage; experience with innovative "merchandising techniques" in public libraries. Vision to help develop long-range plan. Ability to provide strong leadership, motivate, develop, and work harmoniously with middle management staff. Salary $18,000–$20,000. Resume should include specific examples of results-oriented objectives accomplished. **Submit resume by June 30:** Don Napoli, Director, **South Bend Public Library, 122 West Wayne St., South Bend, IN 46601.**

Branch librarian. Overall responsibility for the operation of a newly constructed 10,000 sq. ft. branch library; supervise activities of a projected professional and clerical staff of 7; select books and other material; work with the public; initiate, plan, and coordinate programs; make community contacts and participate in community activities. MLS. Desirable experience: 4 yrs.' professional library work, including branch library work and some supervisory experience; knowledge of Spanish. Salary $1,170–$1,422 (salary adjustment expected in July). **Send application and resume by July 8:** Personnel Department, **City of Salinas, 200 Lincoln, Salinas, CA 93901.**

Coordinator, children's services. Management position responsible for operation of major division within library system. Supervises work of children's department and coordinates children's services in 23 branches. Incumbent retiring. Salary range $13,644–$22,505, usual fringe benefits. Send application and resume: Ronald Kozlowski, **Louisville Free Public Library, Fourth and York Streets, Louisville, KY 40203.** An equal-opportunity, affirmative-action employer.

County librarian for system serving 35,000 through modern headquarters building, branch, and bookmobile. 1978 budget $119,000. Annual circulation approx. 117,000. Located 30 minutes from Columbia. Requirements: ALA-accredited MLS + 2 yrs.' post-degree professional experience in public library. Salary range $11,000 minimum. Position available immediately. Send resume: John W. Hash, Chair, **Kershaw County Library Board, 500 Chestnut St., Camden, SC 29020.** An equal-opportunity employer.

County library director needed for heavily impacted area of northeastern Wyoming. Gillette is the hub of coal, oil, and uranium development in Campbell County. The new librarian will oversee a budget of $277,000 and the operation of the main library and 2 branches. Requirements are an ALA-accredited MLS and 3 yrs.' public library experience. Salary is $18,000 and negotiable. Position is open immediately. Send resumes: Placement Center, **Wyoming State Library, Supreme Court Building, Cheyenne, WY 82002.**

Director, Kansas City, Kansas Public Library. MLS + appropriate experience. Budget $750,000, central library, 2 branches, bookmobile. Population 180,000. Salary $21,500–$23,000. Send applications: Dr. O. L. Plucker, **KCK Public Library, 625 Minnesota Ave., Kansas City, KS 66101.**

Director, Westerly Public Library. Resort community of 18,400 seeks director for library and regional center. Book collection over 100,000. Budget of $390,000 for library, regional center, 18-acre park, and art gallery. Staff of 17 full time. 4 yrs.' administrative experience. ALA-accredited MLS. Minimum salary $17,000. Employee benefits. **Apply by June 19:** Search Committee, **Westerly Public Library, Broad St., Westerly, RI 02891.** An equal-opportunity employer.

Head of cataloging services for public library in city of 108,000, 45 min. from New York City. Collection of 326,420 vols. Supervises staff of 10–12. MLS, substantial experience with Dewey Decimal, LC, and OCLC, as well as knowledge of computer applications to book control required. Minimum 3 yrs.' professional experience with some supervision desirable. Salary $14,805–$19,413 (in 5 steps). Liberal benefits. Send detailed resume: E. Barata, **The Ferguson Library, 96 Broad St., Stamford, CT 06901.** An equal-opportunity employer.

Head librarian for suburban library in prestige, collegiate community on the lake 30 miles north of Chicago. Monthly circulation around 15,000. Full-time staff of 12. MLS + appropriate administrative experience required. Salary $18,000+. Generous benefits. **Send resume by July 15:** Search Committee, **Lake Forest Library, 360 Deerpath, Lake Forest, IL 60045.**

MINORITY SERVICES LIBRARIAN

A new position with Los Angeles County Public Library System, serving a county population of 2,400,000. Management level position responsible for developing and coordinating library programming and services to minority residents. Must have MLS degree; minimum of 3 yrs.' professional library experience, with 1 yr. at the level of Los Angeles County's Senior Librarian, analyzing and making recommendations for solutions to problems of library service to minorities, or 3 yrs.' professional library experience in an administrative, consultative or supervisory capacity, providing community services to racial or ethnic minorities. Ability to communicate fluently in Spanish, both orally and in writing, is highly desirable.

Salary range $18,122–$22,574. Excellent fringe benefits. ***All applications should be submitted to Room 493, Hall of Administration, 222 N. Grand Ave., Los Angeles, CA 90012 on business days only.*** For application forms and/or additional information contact:

Larry Moore, Personnel Officer, Los Angeles County Public Library System, POB 111, Los Angeles, CA 90053. (213) 974-6534.

DIRECTOR
NEWARK PUBLIC LIBRARY
Newark, New Jersey

Responsible for administration of main library, business library, 10 branches, bookmobile, 265 full-time employees. Budget $4 million +. Library serves as regional center, research library, and area library in state network. Position requires ALA-accredited MLS, demonstrated management ability, minimum 10 yrs.' public library experience with 4 yrs.' administration. Salary range starts $27,000.

Send letter and resume by June 30:

Josephine B. Janifer
Search Committee
Box 630
Newark, NJ 07101

An equal-opportunity, affirmative-action employer.

Librarians - Hennepin County Library System headquartered in Edina, Minn., offers challenging opportunity for professional growth in large suburban library system with circulation of 4.5 million and annual budget of $7 million. Beginning salary range up to $16,248 and present maximum up to $18,800 based on public library experience. Excellent fringe benefits. Minimum requirement: Baccalaureate degree with subject major including or supplemented by 42 quarter credits in selected library science courses. Applications received prior to June 9 will receive consideration for interviews at ALA Conference in Chicago on June 25 and 26. Transcript and resume required. Apply: Jo Prahl, **Hennepin County Personnel, A-3 Government Center, Minneapolis, MN 55487.** An affirmative-action employer.

Library director for 3-county regional system, headquarters in Lawrenceville, Georgia, Metro-Atlanta. 8 branches serving population of 153,000. Requires ALA-accredited MLS, demonstrated management and public relations ability, minimum 10 yrs.' public library experience including 5 yrs.' administration. Salary range begins at $15,000. Send resume: Jim Mathis, Chairman of Board, **Lake Lanier Regional Library, 17 Frontier Dr., Buford, GA 30518.**

Personnel officer to administer the personnel program for a dynamic county district library serving a population of 500,000. Staff totals 300 full-time and 100 part-time. Substantial relevant experience and MLS are required. Salary range is $19,662–$23,789. Position is expected to open in summer. Apply: Don Burrier, Personnel Officer, **Toledo-Lucas County Public Library, 325 Michigan St., Toledo, OH 43624.** An equal-opportunity employer.

Public library system director, Eastern Oklahoma District Library. MLS + 5 yrs.' supervisory and administrative experience required. Knowledge of library networking desired. Salary negotiable from $15,000. Responsible for library program in 6 counties, 10 branches, and rural delivery services. Budget $45,000. Staff of 50 full and part time. Duties: budget preparation, recommend policy, inservice training, plan and implement projects, and keep a 14-member board informed. **Send resume and 3 current references by June 21:** Jeanette McQuitty, Acting Director, **Eastern Oklahoma District Library, 801 W. Okmulgee, Muskogee, OK 74401.**

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2 POSITIONS. 1) Head librarian: planning, programming, personnel, budgeting, etc. Serves Appalachian county of 28,000 in SE Ohio. Main library, 6 branches, bookmobile, staff of 9 FTE, 1978 appropriation $149,000. ALA-accredited MLS + 1 yr's. experience. Starting salary $10,500–$11,000. Start July 1. **2) Assistant librarian:** newly created position to coordinate services complementing director's specializations. ALA-accredited MLS. Starting salary $9,000. Start Aug. 1. Send resume and references: Rebecca Olson, **Perry County District Library, New Lexington, OH 43764.**

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2 POSITIONS, St. Clair County Library, Mich. **1) Head of extension services:** responsible for branch and bookmobile operations, book selection, outreach programs, and assistance to affiliated libraries. MLS + 3 yrs.' professional experience in public libraries. Salary $14,496–$16,758 + cost of living. **2) Head of juvenile services:** responsible for library services, activities, and programs to juveniles; and book selection. MLS + some professional experience. Salary $13,789–$15,989 + cost of living. Modern library building, 4-week vacation, paid health and life insurance. Send detailed resume, placement credentials, and names of 3 references **by June 30:** Personnel Department, **County of St. Clair, 201 McMorran, Port Huron, MI 48060.** An equal-opportunity employer.

STATE AGENCY

Director, Massachusetts Board of Library Commissioners. Applications and nominations solicited for this important leadership position. Responsible for development, improvement, and coordination of library services and resources for all residents of the Commonwealth, using state and federal funds. The current salary range is $20,638–$25,882. A higher salary is being negotiated to reflect the agency's recently acquired proximity with a cabinet office of the Governor. Qualifications: ALA-accredited MLS, 10 yrs.' diverse library experience, 5 in administration. **Apply by July 1: Massachusetts Board of Library Commissioners, c/o Search Committee, 648 Beacon St., Boston, MA 02215. Interviews with qualified applicants can be scheduled at the June ALA Conference.** An equal-opportunity, affirmative-action employer.

STATE LIBRARY

Head of reference. Responsible for the provision of reference services in a state library serving legislators, state agencies, other libraries, and the general public. Supervises staff of 11. Qualifications: MLS and 3 yrs.' professional library experience mandatory, including 1 yr's. supervisory experience; government reference experience highly desirable. Salary range $1,300–$1,662 in 6 steps, usual fringe benefits. Contact: Kathleen Grasing, Assistant State Librarian, **Oregon State Library, Salem, OR 97310. (503) 378-4239.**

Information officer. Administers public relations programs, ability to write and speak effectively essential. Requires college degree and minimum 3 yrs.' experience in journalistic/public relations work. MLS desirable. Salary $12,528–$17,150 (July 1). Immediate opening. Write: Personnel Manager, **Virginia State Library, Richmond, VA 23219.** An equal-opportunity, affirmative-action employer.

Library consultant position open for consultant to work in developing statewide programs for prisons and hospitals, headquartered in Richmond. Position requires ALA-accredited MLS + minimum 5 yrs.' progressive library experience, 2 of which must have been in developing institutional library programs. Salary $15,000–$19,600 (July 1). Contact Personnel Manager, **Virginia State Library, Richmond, VA 23219.** An equal-opportunity, affirmative-action employer.

OTHER

DIRECTOR OF LIBRARY SERVICES

$24,000–$27,000

International service co's U.S. headquarters located in suburban Philadelphia seeks ALA-accredited MLS with computer training related to library automation (OCLC). Demonstrated management skills and familiarity with accounting desirable. Qualified applicants should respond in confidence to our executive recruiter:

S. Wells
K. Robert Brian, Inc.
2000 Market St.
Philadelphia, PA 19103
Phone: (216) 561-6550

Classified ads not related to library employment appear on the last page of this issue.

LATE JOB NOTICES CONTINUED FROM PAGE 346.

LIBRARY NETWORK REPRESENTATIVE. Avail. July 15. Qualifications: accredited MLS, at least 5 yrs.' progressively responsible technical services experience. Preference given to candidates with thorough knowledge of OCLC system and principles of cataloging. Position requires extensive travel in Southwest. Well developed verbal and written communication skills required. Experience in developing continuing education courses or training desirable. Knowledge of Spanish desired, but not essential. Responsibilities: library liaison officer, as member of user services department, will be responsible for implementation of, and continuous training for, OCLC automated systems. Duties include preparation of technical and training materials, preparation of profiles, responding to user needs, and performing related tasks. Starting salary $15-$17,500. Benefits: TIAA insurance, TIAA retirement, hospitalization, paid tuition, sick leave, 3 weeks paid vacation. Apply: James H. Kennedy, AMIGOS Bibliographic Council, 11300 N. Central Expressway, Suite 321, Dallas, TX 75243. (214) 750-6130.

GOVERNMENT DOCUMENTS LIBRARIAN, experience required. ALA-accredited MLS. Additional graduate work desirable. Faculty rank. Salary range $11,035-$16,246 for 9 months, D.O.E. Possible summer employment. Available Sept. 1. Send resume and 3 references by July 24: Ray K. Hacker, Chair, Ganser Library, Millersville State College, Millersville, PA 17551. The Commonwealth is an equal-opportunity, affirmative-action, Title IX employer.

ASSISTANT PROFESSOR. Teach undergraduate and graduate courses in educational technology and library science. Among instructional responsibilities: reference, cataloging, adolescent literature, and various AV courses. Required: doctorate. Desirable: elementary/secondary teaching, media program experience, and research activities. Salary $13,500+ for 9 months depending on experience and qualifications. Forward application letter and credentials before June 17: Dr. Verne Haselwood, Secondary/Post-secondary Education Department, University of Nebraska at Omaha, Box 688, Omaha, NE 68101.

DIRECTOR OF SPRINGFIELD (MA) CITY LIBRARY. Allied with Springfield Library and Museums Association, a cultural complex in a campus setting with 4 museums serving a metropolitan area. Responsible for central library, 8 branches, 1 bookmobile, and Western Regional Public Library System. Scope of collections and services better than average for a community this size. Director responsible to an executive vice president with administrative and management responsibility for the association as a whole, and reports to a committee of trustees. Candidate must demonstrate and have adequate administrative and supervisory skills and experience; have imagination and drive to implement new programs in librarianship and to make known effectively the resources the library contains. Salary approximately $27,000-$32,000. Submit applications: Search Committee, c/o L. R. Wallace, 220 State St., Springfield, MA 01103.

HEAD CATALOGER. Position open immediately in a public library system situated in a medium-sized city of approximately 75,000, only 50 miles north of Kansas City. Responsible for general cataloging for main library, 2 branches, and 1 bookmobile. Experience with Dewey Decimal desirable - Marcfiche used. 3 supportive staff. Salary $10,000. Can start immediately. Send resume and/or credentials file: Frederick von Lang, Director, St. Joseph Public Library, 10th and Felix Streets, St. Joseph, MO 64501.

DIRECTOR OF LIBRARY, PRATT INSTITUTE. Besides the necessary administrative capabilities, the director should possess high leadership qualities and be knowledgable of innovations, new methods, and techniques in providing the most suitable resources and the most effective services to all programs of the Institute. Candidates must have an ALA-accredited MLS; relevant advanced degree(s) highly desirable. Candidates should have at least 5 yrs.' experience in a high level library administartive position, as well as broad and responsible academic experience in public or technical services. Salary in upper 20's. Position to be filled by beginning of the 1978-79 academic year. Send resume by June 30: Dr. Nasser Sharify, Pratt Institute, Brooklyn, NY 11205. An equal-opportunity, affirmative-action employer.

SUBJECT SPECIALIST IN BUSINESS LITERATURE AND ASSISTANT DEPARTMENT HEAD, urban public library. Responsibilities include material selection in business and reference services in a broad range of business technology and the sciences. MLS required. Second master's degree in business or closely related subject preferred. Successful business reference experience essential. Salary range $13,212-$18,588. Interviewing at ALA and SLA. Contact: Personnel Office, Dallas Public Library, 1954 Commerce, Dallas, TX 75201. An equal-opportunity, affirmative-action employer.

LIBRARIAN, HUMANITIES BIBLIOGRAPHER. Required: ALA-accredited MLS and graduate degree in humanities (excluding history). Preferred: professional librarian experience and foreign language background. Duties: collection development and liaison with teaching faculty in language, literature, philosophy, and related areas. Salary $13,000-$17,000 for 12 months. Faculty status. Must meet general university requirements for promotion and tenure. Available Sept. 1. Send application and 3 current letters of reference by Aug. 1: Diane Papstein, Chairperson, Search Committee for Humanities Bibliographer, General Library, University of New Mexico, Albuquerque, NM 87131. Library faculty will be available for preliminary screening interviews at ALA in June. An equal-opportunity, affirmative-action employer.

LIBRARY EDUCATION. Faculty position. Extension of application deadline. Primarily responsible for teaching courses dealing with public libraries. Also teaching a combination of courses in government documents, management, reference, and selection. Candidates must have a doctorate or substantial work towards the degree, experience in a public library, competence in research and teaching in library science or related fields at the graduate level. Appointment level open depending on qualifications of applicants. Salary range $15,000-$22,000. Deadline for application July 15. Send resume: Dr. Donald C. Dickinson, Director, Graduate Library School, University of Arizona, Tucson, AZ 85791. The University of Arizona is an equal-opportunity, affirmative-action, Title IX, Section 504 employer.

LIBRARIAN, JUVENILE SERVICES. Town of 28,000. Supervisor for programming, acquisitions, reference, reader services, outreach. ALA-accredited MLS, 2 yrs.' professional experience. Salary $12,137-$13,961. Resume and references by June 20: Director, Plymouth Public Library, Plymouth, MA 02360. Interviews in Plymouth or at ALA.

From the first Combined Book Exhibit at the 1933 ALA Annual Conference (insert) to the one mounted in 1977 (above), the exhibit has grown in size and scope. This month in Chicago librarians can browse through about 4,500 displayed items.

The Combined Book Exhibit: An Institution, and How to Use It

by Edward A. Malinowski

Early in the morning on June 22, six of us from the Combined Book Exhibit will face utter chaos—500 sealed cartons of books, periodicals, and equipment dumped in a 2,600-square-foot area of the deserted East Hall in Chicago's Hilton Hotel. Within three days, we must create the orderly collection that attracts nearly every visitor at the ALA Annual Conference.

On the first day, we will unpack and erect the physical backbone of the exhibit—tables with bookcases, periodical and paper racks, chairs. The nature and layout of the exhibit and the necessary split-second timing preclude the use of extra labor: the CBE staff of six literally moves more than 15,000 pounds of books and equipment.

Edward A. Malinowski is president of the Combined Book Exhibit Inc., a subsidiary of the F. W. Faxon Co. He is a member of the Exhibits Round Table.

On the second day, thousands of books, periodicals, and related materials will be arranged as they are listed in our CBE catalog. One of the largest headaches at this stage is processing late books and periodicals sent directly to the conference site: they must be checked in and tagged with their preassigned numbers.

If everything goes well, June 24, the third day, will be spent in prettifying—straightening the lines of book spines on shelves, getting the table covers exactly even, setting up signs—and gossiping with frustrated friends who are setting up their own exhibits.

The Combined Book Exhibit was never intended to win a beauty prize. It is a functional and professional working collection designed to aid librarians who have the awesome responsibility of doing first readings for millions and millions of readers. At CBE, librarians can find new books in an orderly arrangement, examine them freely, and come to their own decisions about purchasing.

Key Numbers to Know

All the material in the Combined Book Exhibit is numbered to correspond with entries in the CBE catalog so that librarians can refer back and forth quickly. A librarian can derive maximum benefit by working through the exhibit item by item and making notes in the exhibit catalog. We also try to provide quick ways to do small jobs. If you are interested in the recent books of a particular publisher, check the catalog for the publisher's directory, where numbers following the publisher's name will guide you to that publisher's books in the exhibit. For information about fall publications, look for the forthcoming books section.

The greatest time saver of all is the Dewey arrangement of the book exhibit (further organized by adult and juvenile sections). This enables you to see recent books and periodicals of over 500 publishers in particular subject areas without having to paw through materials you have no interest in. Also, if you

are looking for periodicals in special areas, check the appropriate Dewey class in the catalog. The display numbers of the periodicals are given at the end of the book listings.

Many librarians don't need these tips on how to use the CBE. We always see more familiar faces than strange ones in our aisles. In our 45 years of exhibiting at library conferences, we often see old friends bring newcomers to the exhibit to explain how it can be useful to them.

Although this will be our 46th ALA Annual Conference, the CBE staff is charged with anticipation. Seven months of planning, gathering books, editorial work, and plotting shipping logistics have preceded the three days of back-breaking labor in setting up the exhibit.

Now, as the moment of truth approaches, we forget the physical punishment. Only two questions remain: Can the exhibit operate virtually by itself? Will the quality and balance of the collection meet the librarian's needs?

Promptly at 9 a.m., June 25, President Moon cuts the ribbon. Within the first ten minutes, hundreds of librarians move directly toward CBE to pick up their catalogs. On that first day, 3,000 catalogs will be distributed. Librarians working CBE for years know that getting their catalogs quickly enables them to check off those books they must examine between program sessions during the next four days.

Moment of Truth

Within the first hour, all 70 of our chairs will be occupied. Visitors will spend a portion of each day at the exhibit to examine all Dewey classifications. The CBE staff is peering over their shoulders to determine the intensity of the checking-off procedure which ultimately is reflected in orders to suppliers. If we see the collection is on target and responsive to needs, all the effort is worth this moment of truth.

In 1978, as it was in 1933, the basic premise remains intact. CBE does not solicit orders or receive commissions or agency fees for services rendered. Participating publishers underwrite the exhibit, which is developed on a cooperative assessment basis. Under our system, each book has an equal chance with all others. Favoritism is impossible. Regular sources and/or publishers supply the books and periodicals. The value of displaying a book in the Combined Book Exhibit is such that most major publishers with their own booths find it profitable to put books in our exhibit as well.

Their Own Legs

In the final analysis, each individual book in the exhibit stands on its own merits. Its application to library users determines its ultimate success. By the fourth day of the conference, certain books will receive special attention as librarians make repeat visits to show colleagues their discoveries. This word-of-mouth communication is very real, and books, in the parlance of the trade, will have grown "their own legs" during their examination by librarians.

The Combined Book Exhibit began in 1933 as an experiment in book promotion at the suggestion of librarians who wanted an opportunity to see and examine books before buying. A few selected books from H. W. Wilson, Bowker, and the American Library Association toured a number of libraries in a bookmobile. The experiment was so successful the idea expanded into a combined exhibit of many publishers organized for the 1933 meeting of ALA. Then, as now, CBE makes it possible for more librarians to see more books from more publishers. □

R.S.V.P. Booths #3014 & 3016 at the Conrad Hilton and Booth #21 at the Palmer House.

FWF

The F. W. Faxon Company is pleased to invite you to visit the Faxon display at the ALA conference in Chicago, IL, June 25 - 28. Faxon has led the field of periodicals subscriptions for almost one hundred years.

Library business is still our only business — since 1881.

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15 Southwest Park, Westwood, Massachusetts 02090
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617-329-3350 (collect in Mass. and Canada only)

Some of My Best Friends Are Sales Reps

by Henry R. Stewart

Contrary to popular misconceptions, the people representing the suppliers of library equipment, materials, and supplies are more than barkers. Certainly they'll play that role, but only with those who don't understand their true function. Want to know something about furniture? Down aisle 400 at booth 423 Barry is holding court; a security system is Ralph's speciality; and there's Leslie with both silver halide and vesicular film for your pleasure. Who says librarians are the information specialists? Just ask your sales reps—known to me as professionals, friends, and sources of facts, prices, availability, and general savvy.

It was my first ALA conference (Kansas City) which taught me the value of the sales rep. There I learned of their expertise, especially in providing any and all information regarding the products of their companies and those of their nearest competitors. But my earliest business with these consumers of moleskin and corn pads was in my first "position." (A neophyte never has a job—just a position.) I had been designated the resident authority on audiovisual hardware and software—areas about which I knew little or nothing. Unable to find a quick course to teach me the ropes, I put my information-seeking abilities to work and guided my rolling chair to the nearest telephone. With only a toll free number and my friends the sales reps, I, a former drip under pressure, soon became an expert. My knowledge base expanded exponentially because of those information sources of doubtful origin: the sales representatives.

The Party Line

Many of my colleagues judge the sales rep from experiences at a conference—primarily as an information source on parties, drinks, and meals. One cannot deny that they do indeed provide such enlightenment, for many are great party goers and givers, a fact to which I can attest all too well. (Remember the JMRT cruise in Detroit? I do! Or do I?) As much as they enjoy parties, however, they do take their job responsibilities seriously, and that's where they shine. They know their products well; in fact, some of them refuse to cease and desist talking business. And they know the products of their competition. Although they may not always willingly discuss the competition, they are definitely aware of it.

Sales reps are the prime source of information for the comparison shopper. These are the people—male and female, with the latter more in evidence lately—who are most knowledgeable about the current market.

Informed Sources: Jokes to Jobs

The reps are informed about people, places, installations, collections, jokes, and heaven knows what. Why just the other day a sales rep came in and sang out, "Susan told me to say 'Hey' to you." I hadn't heard from Susan in nearly a year, but her message got to me. Sales reps are better than Western Union and much less expensive.

Do you want to know who got promoted or fired, who retired? Ask your friendly rep. If you merely mention that you yourself are in the marketplace, you may tap a gusher of valuable information. Not only is your friend looking out for you, but in traveling he'll receive information on openings before they reach the library press or the job lines. Being the first candidate won't necessarily get you the job, but it won't hurt you. It is even possible that a company rep could put in a good word for you. After all, reps can judge the competence of one who works with them in product selection, vendor changes, interior designs, and other aspects of library service.

Programming the Rep

Company representatives can often be used for workshops, classes, and other job-related programs. I have attended numerous workshops where sales reps are active participants. Their part in the program is not just to "tout their wares," as one librarian disgruntled with a particular vendor remarked, but to supply much-needed expertise. Employers encourage their sales people to attend such functions. Where else can they make so many "calls" all in one day and still take part in the professional—or pre-professional—development of librarians? When sales reps addressed the library school classes I taught, they lived up to my expectations and those of the class, discussing both their products and those of their competitors. In fact, two of the best presentations I've ever heard on security systems and on book jobbers/wholesalers were made to my classes by reps whose friendship I had gained through my convention-going habits. They were quite happy to attempt to mold the unformed clay (well, solid rock in some cases) of potential librarians. Follow-up discussions in class generally centered around the selling approach that was used, hard or soft, and some of the flaws in the presentation. As often as not, it was clear the teacher had learned as much as the students.

The knowledge developed by sales reps is not available in textbooks. In their travels they take some time for observation and reflection, often trying to find the crystal ball that will truly predict the future. Tomorrow's book market? Ask a sales rep from a book jobber. The potential uses of a COM catalog? Try a microform company rep. The reps must be future oriented, or their future will soon be the past. Sure the psychic librarians could predict what the next wrinkle in time might disclose; but too often they are content to manage the present. The rep's job security depends on keeping ahead of the competition.

Since joining the real world—library administration—I have become even more convinced of the significance of my friends the sales reps. When you suddenly get word that you've got to spend $10,000 by tomorrow—sometimes even today—where do you turn for prices, specifications, and comparisons but to your friendly sales rep? And how could one plan budgets the way prices change today if one couldn't turn to some source beyond the outdated catalogs?

As an inexperienced professional, I recognized the usefulness of the sales representatives. As a teacher I saw the breadth of their impact. Now as an administrator, I find them indispensable. They are specialists who provide information, counsel, therapy . . . and, occasionally, lunch. □

Henry R. Stewart is assistant director of the Old Dominion University Library, Norfolk, Va. He earned his Ph.D. at the Indiana University graduate library school and taught in the library school of the University of Alabama.

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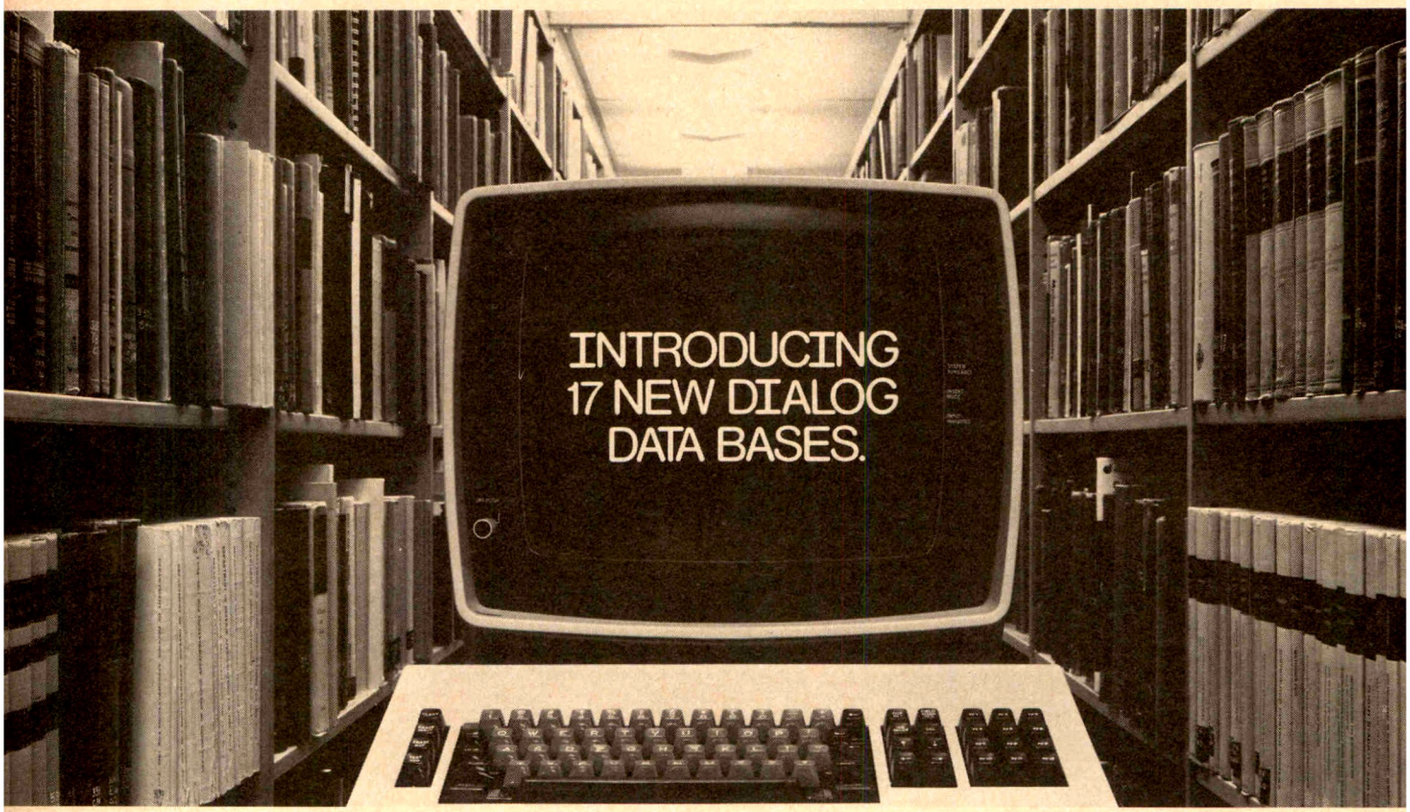

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Lockheed Dialog

Visit the Dialog exhibit at ALA, Booth 411, Palmer House.

In the past two or three years, visits to the exhibit area at the ALA Conference have provided librarians with excitement, food for thought—and puzzlement. The number of technology-oriented exhibits is climbing rapidly; in January 1978, 19 such exhibits were on the floor—and that was just Midwinter. Adding to the confusion, many of the exhibitors we saw a few years ago are no longer in sight, but they have been replaced with other, newer, small companies offering specialized automation-based services and products.

In a time of *Star Wars* and *Star Trek*, these new developments are exciting; CLSI's "touch terminal," for instance, captures the imagination quickly. But there are so many products, so many alternatives, and such high prices attached. We did not learn how to select computer systems in library school, just as we did not learn how to write a building specification or a grant proposal. Can we learn from the library automation vendor to help us cope with our system-purchasing problems?

Yes and no. Yes, because most of the vendors are knowledgeable and able to provide helpful information. No, because some of them are not sufficiently competent, and none of them know your requirements. Indeed, you probably don't know your library's system requirements unless you have just been through a systems analysis, bidding, or purchasing procedure.

The Cast of Characters

Let's identify the most important players in this drama. First, obviously, there are the librarians. We come from all sorts of libraries—large, small, public, private, special, and so forth. We have widely varying levels of knowledge of technological advances, and, naturally, different attitudes and experiences.

Then there are the vendors. For ease of handling, let's divide them into two groups: for-profit vendors and not-for-profit vendors. Two important not-for-profit vendors who have exhibited at ALA meetings are Stanford University's BALLOTS Center and OCLC, Inc. There are others now, and we will see more in the future. Although there continue to be some important differences between the two types of vendors, librarians should remember that a not-for-profit vendor is a vendor nonetheless, and should be approached in a business-like manner. The ranks of vendors are being filled more and more from the library profession, although librarian vendors are still outnumbered by the nonlibrarians.

Finally, there are the consultants. They come in all shapes and sizes. Some are from small consulting firms run by one or two people. Other consultants are full-time librarians who do occasional consulting in their area of expertise. And then there are large firms, such as Bolt, Beranek, and Newman, or Arthur D. Little, Inc., with units specializing in library or information research and consulting.

Strong and Weak

Each of the above groups has its strengths and weaknesses in the library market, although it appears that vendors now have the upper hand.

Librarians are (or should be) knowledgeable about their own areas of expertise within the profession and about their own institutions. They tend to fall down in: 1) analyzing the precise requirements of their libraries, 2) assessing available technologies against these requirements, 3) negotiating with vendors, and 4) insisting on a fair and suitable contract.

More important, most librarians have not trained themselves to make the conceptual leap from a manual to a machine-based system. After 20 years of automation, most of us continue to replicate our manual systems by machine, failing to take advantage of potential workload reductions and service benefits which can accrue by asking, "Why are we doing this task, and can it be eliminated or done better by an automated system?"

Vendors have a different set of problems, of course. Usually, they have

Technology Sources You Never Learned in Library School

by Susan K. Martin

There are so many products, so many alternatives, and such high prices attached; can we learn from the library automation vendor to help us cope?

Susan K. Martin is head of the Library Systems Office at the University of California/Berkeley and a former editor of the *Journal of Library Automation.*

gained expertise in one or more areas of librarianship and have obtained a perception of bibliographic systems by exposure to hundreds of libraries. They are able to make the conceptual leap that is so difficult for librarians; it is their job to do so. However, they falter in three major areas: 1) some (but by no means all) vendors oversell, giving a hard pitch—an anathema to most of us; 2) many vendors promise features which are not yet deliverable, or promise unrealistic schedules and performances; 3) a few vendors have less than high regard for the majority of librarians, and this unfortunate attitude shows through in their contacts with librarians.

Perhaps consultants are in the best of all possible worlds. Not so. In the assessment of an automated system for a particular library, a consultant must, in a short period of time, grasp the requirements of the library and the nature of the alternatives—a difficult task at best.

Especially when evaluating an untested system, a consultant is dealing with an unknown number of unknown factors. Has the library supplied all the relevant information? Have the companies described their systems accurately? In this area of technological change, consultants must not slip quickly through a job; it is essential to identify important risk factors which cannot be assessed until the system is actually operational—for example, the response time of a relatively untested online system with a certain file size and specific activity against that file. With appropriate bibliographic and technical knowledge, a consultant can be extremely helpful to both librarian and vendor.

Professional advice. Among the vendors at the exhibits are professional librarians such as Joan Blair (right) of CLSI, who can help introduce the new technologies to their colleagues. Blair earned her library degree at Simmons and worked as a reader services librarian and library consultant before joining CLSI, where she is now director of library relations.

Learning from Vendors

Librarians should be aware of those areas in which vendors can offer assistance, as well as those in which it is inappropriate to ask for help. It is inappropriate, for example, to ask a vendor of a particular product for advice in selecting systems; it puts the vendor in the uncomfortable position of being asked to act as a "consultant" while selling a single product.

With their perception of the "big picture," however, vendors can tell us how other libraries are coping with specific problems. Then, we can follow De Gennaro's advice* and pay visits to one or more of these libraries.

Vendors can teach us about existing technology; some of them can give us an idea of the direction technology is headed. (Beware of predictions, though, and remember that they are no more than educated guesses.) Don't forget to ask them about incremental costs for maintenance, additional storage, or other unforeseen (by you) costs. Meeting with vendors away from the conference can offer much more information about system costs than vendors can supply during exhibit hours.

How should you proceed to learn from vendors? There are four basic ways.

1. Identify those few who are incompetent or otherwise unable to serve you as an "educator." Find out from colleagues and other vendors who these are, or trust your instincts. Then, identify those "supervendors" who are knowledgeable and committed to the business. Talk to them whenever you have the chance.

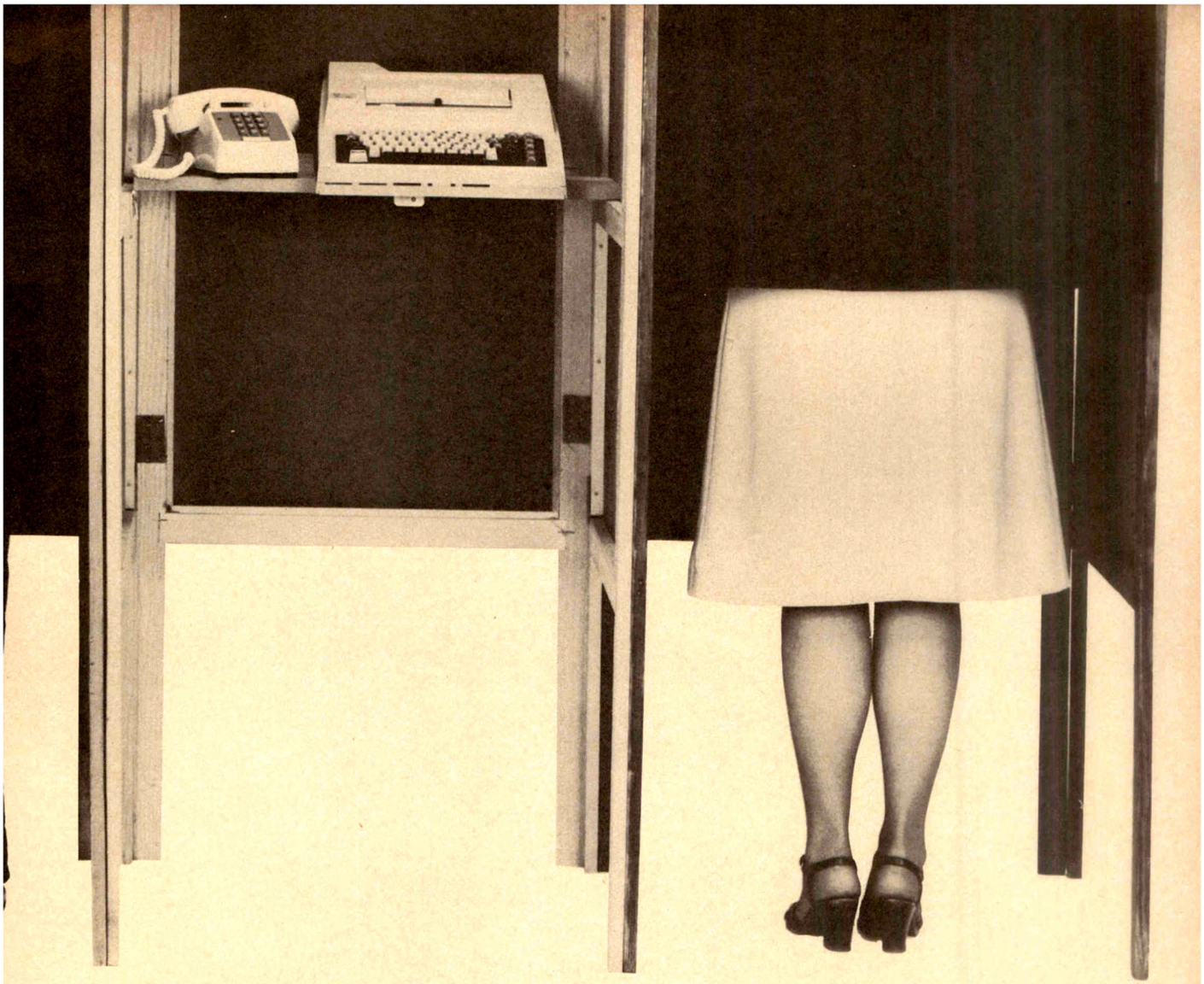
2. Identify—thoroughly—your own system needs. Such identification may involve a systems analysis, a consultant, or it may simply require the library staff's participation in looking realistically at the library's services and users.

3. Attend user group meetings. As of January 1978, the following groups met at ALA: CLSI Public Library User Group, CLSI Academic Library User Group, BALLOTS User Group, OCLC User Group, and COM Catalog User Group. These meetings are highly educational, especially where the users have decided to participate actively in the development of a system.

4. Finally, use consultants and take courses if necessary. Involve the administrative and business staff of your institution in system selection. With a competent and experienced business manager beside you, you don't need to know quite as much about contract negotiation. Despite your public service and nonbusiness-oriented instincts, follow your manager's suggestions regarding penalty clauses, payment, and other terms and conditions.

Among the groups comprising the information profession are the three described above—librarians, vendors, and consultants. These groups are increasingly interdependent, and there is growing movement of personnel from one group to another. Each can learn from the others; librarians must place their highest priority on gaining a firm grasp of businesslike procedures and on becoming educated customers of technology-based systems. □

*Richard De Gennaro. "Doing Business With Vendors in the Computer-Based Library Systems Marketplace." *American Libraries*, April 1978.



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The Ethics (Yes, There Are Some) of Exhibit-Going

by Peggy Sullivan

When I have mentioned to colleagues that I was taught in library school how to visit exhibits at conferences, I have been teased, quizzed, and generally put down. But the few minutes that Father Kortendick of Catholic University spent on this topic in an administration class more than 20 years ago have paid off for me over and over.

What he said is as valid today as it was then: planning visits to the booths is an important part of conference attendance; many conference programs and association activities are supported or subsidized by exhibitors, and the courtesy of a few minutes' visit is an appropriate response. But, by the same token, an exhibitor's time is *really* money, and it isn't fair to waste it with frivolous inquiries, irrelevant requests, or complaints that could be handled another way. The exhibitors are not on hand to run answering services, but they are sometimes too polite or too harassed to refuse when someone says, "I was supposed to meet a friend here at 12:30, so if she comes, tell her I've gone to lunch in the coffee shop, okay?"

Someone who takes the opportunity to enjoy exhibits rather seriously, as I do, is shocked at the way both exhibitors and librarians misuse and misunderstand reasons the exhibits are there. The librarians who try to collect as many party invitations as they can, then share the bids with numerous friends, are as irresponsible as the exhibitors who use hard-sell tactics to push products when their visitors' resistance is low. There are sales representatives who are overly concerned about finding a come-easy, go-easy bed partner for the night, just as there are others who will curtly turn all visitors away from their booths except those clearly in control of big budgets. And the exhibitors have their counterparts among the librarians who will deal only with the senior member of a firm or who have the social goals of the conference more at heart than the professional ones.

Drawings by William Biderbost

". . . not to be collected by the pound or snitched in quantity."

Mistakes on Both Sides

A whole list of grievances or questionable tactics could be compiled. Exhibitors sometimes give short shrift to students; they glance at their badges and assume that because they are not representing libraries, they have no need for information sheets, catalogs, or other materials. Several years ago, when I advised some students to gather materials from vendors for an assignment on selection of media, I learned that very few exhibitors allowed them to take such items. Those exhibitors evidently don't know that librarians' memories are very long, and that future buyers will remember how they were treated when they were not controlling budgets.

Strategy is important for librarians who want to make the best use of their time in exhibits. The ads appearing in library periodicals before most conferences with notes like "See you at Booth 13A!" can be useful reminders. In 15 minutes' study of a conference program you can note which booths are musts for a visit and lay out a pattern for one quick tour. After an overview, one might schedule visits with vendors one wants to see or for demonstrations or autographing sessions. ALA annual conference exhibits are open only for four days of the conference and for limited hours each day, so it is too easy for meetings and programs to squeeze out your exhibit visits. A good idea is to mark one's own schedule with an exhibit time.

Of Throwaways and Freebies

What to do or say when visiting exhibits? The game of teasing a sales rep-

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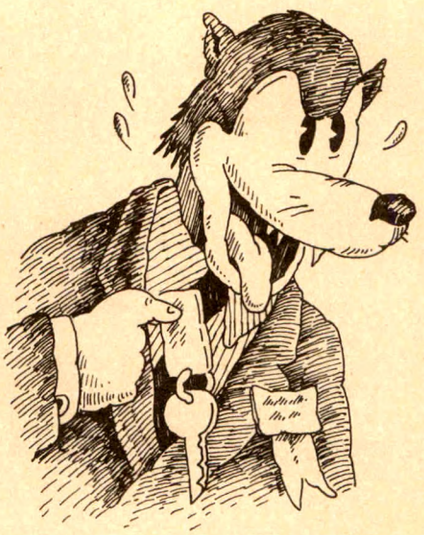
Peggy Sullivan is assistant commissioner for extension services, Chicago Public Library, and a longtime, unofficial, ALA critic-at-large.

resentative to remember one's name is a tiresome one. Introduce yourself by name and library, perhaps by position or department, if you are going to talk at all. If you don't have business cards, you may find it useful to have some return address labels to add to mailing lists. But there is need for good judgment here, too. There is no point in signing up to receive materials you don't want or need, just as there is no point in carrying them away if they are not useful. A friend who was in the publishing world for years practically cringes at the word "throwaways," insisting people really ask for them by that term. Librarians who know the cost of printing and distributing materials should be sensitive to the amount of effort and money involved in producing and disseminating exhibitors' materials.

Catalogs, information sheets on new products or titles, and promotional pieces such as rulers or notebooks are purchased in quantities by exhibitors for use by their customers and potential customers. They are not to be collected by the pound or snitched in quantities. When duplicates are needed for a committee or a class, it's a good idea to ask for them in sufficient quantity. Suppliers may be glad to mail them after a conference, thus making the best use of the limited supply brought for the booth. A visit scheduled for closing hour of the exhibit may be a good time to get additional copies if the exhibitor has any left.

Mailing facilities are often located near the exhibit area and are a great boon; but before sending home the lot, one might review gathered items with a critical eye. Some are simply reminders of events occurring during the conference and others may be duplicates. It's sensible to discard extra materials before leaving the conference and to make special packets for prompt delivery to absent colleagues. This little review of materials is also a good occasion for noting down queries and comments for future dealings with the vendors.



Looking for a ready partner.

An Unexpected Testimonial

Exhibitors like to know when librarians prefer some other organization of their promotional materials (an index of supplies by category or a note about which titles are new, for example). The best place to tell this to the exhibitor may be the booth, but I have learned to be wary of producers and others who press you for an opinion of their products before an audience. Once, when a supplier of some especially shoddy instructional materials asked my opinion ("Come now, Miss Sullivan, I know you have seen these in use. Don't you think they're excellent?"), I gave him one. I said I thought some of the information was inaccurate, the approach was misleading, and that I not only knew of superior products, but of better materials librarians themselves had made. The vendor thought he would attract an audience to hear my endorsement, but I replied in an undertone. Just to make sure they were not influenced by my unfavorable opinion, he raised his voice to proclaim the following: I didn't know much about the topic, he had found shortcomings in my speech the evening before, and, because he thought some of my experience was questionable, he didn't think much of my opinion. He got his wish: a crowd. And I got mine: I left.

Conference booths are scarcely appropriate places for critical reviews of materials or marathon conversations. I remind myself of how much exhibitors are paying not only for their own expenses, but for renting, stocking, and setting up a booth, and I gear my conversations to their time. They are really the mortar of a conference; they often provide introductions to other librarians, offer great if not always totally reliable channels of information, and help make conference attendance purposeful with a mix of entertainment and information. Visits to their booths can be at least as productive as time spent at programs. That it can also be fun shouldn't deter anyone. □

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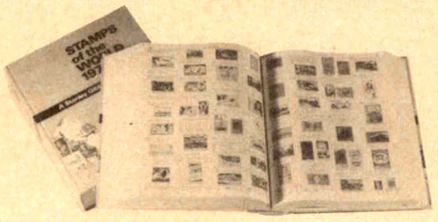

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The Language of the Marketplace

At the exhibits or in the field, the more words one uses, the greater the chances of being misunderstood.

by Scott R. Bullard

"There are masked words abroad, I say, which nobody understands, but which everybody uses, and most people will also fight for, live for, or even die for, fancying they mean this, or that, or the other, of things dear to them."
—John Ruskin

Ruskin's pronouncement is truer today than it was in the 19th century, for as society grows more complex we use more words to communicate our needs and wants. The more words one uses, the greater the chances of being misunderstood. Such misunderstandings occur in every aspect of life requiring verbal communication, but here we shall focus upon but one area: the library acquisitions marketplace.

Acquisitions librarians occupy a unique position in their marketplace: they know the meanings their library colleagues attach to certain words and they also know the definitions applied to those same terms by their associates in the publishing and bookselling professions. All too often, the two interpretations differ. To foster better communication among us, I have amalgamated the definitions gleaned from publishers, booksellers, and other librarians in this brief glossary.

association (or society) publication. A publication issued by, or under the auspices of, an association, society, or institution. Most associations view publishing and distributing as a secondary activity; so, many insist upon **prepayment** (see below). Further, most offer no discounts on their publications. These two factors, coupled with the difficulty of obtaining many association publications from out-of-the-way places, have convinced some booksellers to discontinue handling association publications.

customer must order direct (CMOD). An instruction issued by a publisher who does not wish to deal through booksellers. Many publishers of law-related materials specify CMOD.

distribution rights. The exclusive rights to distribute a publisher's materials within a given geographical area. For U.S. librarians and booksellers, the question of distribution rights most often arises when a foreign publisher sells his U.S. distribution rights to a domestic firm, for then even orders sent directly to the foreign publisher must be provided by the domestic firm. Some U.S. librarians get around this by ordering through a dealer in the country of publication.

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mass-market paperback. A softcover book, with newsstands, variety stores, and supermarkets as its primary outlets, it is distributed through local news agencies and not by the normal book trade distributors. Libraries are only a secondary market. Mass-market paperbacks are often printed after a successful hardcover edition has either sold out or exhausted its market, although there is an increasing volume of original works being published in this format.

on-demand reprints. (See **reprint edition,** below). Available either on microfilm or in photomechanically produced hardcover format, these texts are stored in a microformat and then generated upon the request of the purchaser.

out-of-print (o.p.). A publisher who has no plans to print a given book again declares it o.p. and either destroys the printing plates or assigns the rights to a publisher of **reprint editions.**

out-of-stock (o.s.). The publisher has exhausted the supply of a given book, but plans another printing in the near future.

out-of-stock indefinitely (o.s.i.). The publisher does not plan another printing of a given book in the foreseeable future, but is not yet willing to either destroy the printing plates or assign the rights to a reprint publisher. Sometimes, the publisher is waiting to receive a volume of orders large enough to justify another printing. In terms of delivery, librarians and booksellers generally equate two o.s.i. reports over the space of one year with an o.p.

prepayment. The purchaser of a given book must pay for it before it will be sent. In most instances, very small publishers require prepayment both because they do not have invoicing capabilities and because their opera-

Scott R. Bullard, editor-in-chief of the quarterly *Library Acquisitions: Practice and Theory,* is assistant head of acquisitions at Duke University's Perkins Library.

tions are fiscally tenuous. Librarians and booksellers dislike the practice because it forces them to alter their normal payment procedures. Recently, the practice has fallen further into disfavor because certain unscrupulous publishers have exacted large prepayments and then failed to deliver all the materials ordered.

reprint edition. An edition from either the same plates or a photomechanically reproduced copy of the plates used to print a book which has been declared out-of-print. Unless the book is in the public domain, the original publisher can let another firm issue the reprint in exchange for royalties. Usually, reprint editions are hardcover books printed in small numbers, with libraries and scholars as their primary markets. Occasionally, the reprinting is delayed until the publisher receives a volume of prepaid orders large enough to subsidize his venture.

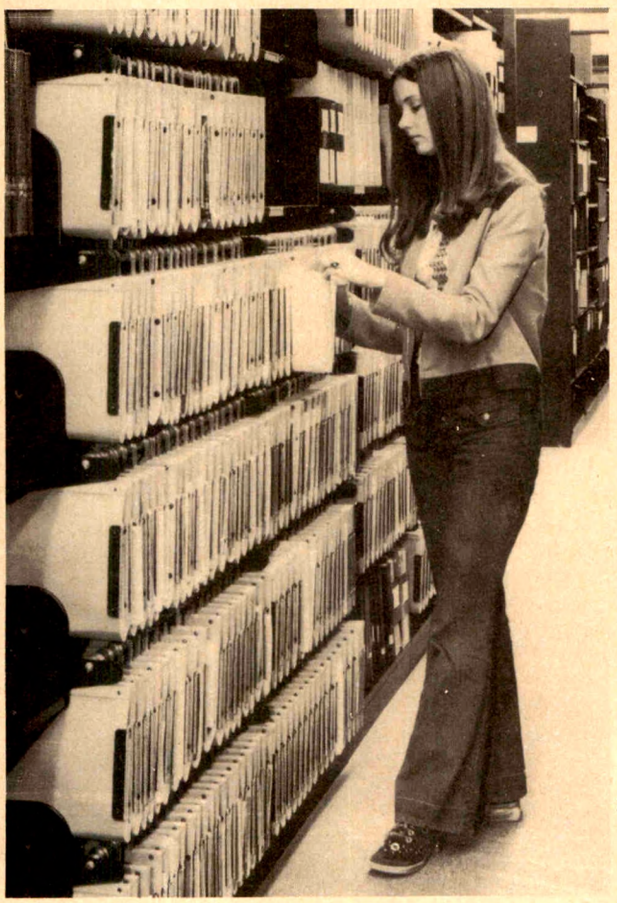
rush. To a scholar, this means that a book is required "yesterday"; to a librarian, that it is required at once; to a bookseller with an established Rush procedure, that a book should be given that special handling; and, to other booksellers, that it should be processed before other, non-rush books. Ideally, rush books should be obtained most quickly directly from the publisher.

scientific/technical book. Usually a hardcover book, with scientists and libraries as its primary markets. Because it treats a highly specialized, esoteric subject matter, its sales potential is limited; thus, only a limited number of copies is printed. This limited printing results in a high production cost, and publishers are not able to offer discounts as high as for those books produced in larger numbers. Booksellers do not shun sci/tech materials because of their lower discounts, however, for their higher price enables the sellers to make a profit usually greater than the profit realized by handling less expensive items with higher discounts.

textbook. A book written specifically for use by those studying for an examination in any particular subject; thus, a book with students as its primary market and libraries as a secondary market. As a rule, textbooks treat their subjects more broadly than do sci/tech books, so they have greater sales potential, are produced in greater numbers, and are less expensive. Though textbooks are often revised each year, this revision may be negligible.

trade book. 1. Usually a hardcover novel, autobiography, etc., produced by a commercial publisher, with retail bookstores as its primary outlet. Because copies are produced by the thousands, the publisher's average production cost is minimal; thus, librarians and booksellers can expect to receive higher discounts on trade books than on any other kinds. 2. Any high-discount (more than 40 percent) book, regardless of subject matter or type of publisher.

trade paperback. A softcover book, with retail bookstores as its primary outlet, it is usually priced higher than most mass-market paperbacks. Trade paperbacks are distributed through normal book trade distribution channels. □



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Budget Stretching: Remainder Books for Libraries

by C. Edward Wall

A major university library recently needed to replace a volume from Francis Trevelyon Miller's 10-volume *Photographic History of the Civil War*. Out-of-print dealers were asking up to $200 for complete sets and were hesitant to break sets to sell the library the single volume it needed. By chance the library noted this history for sale through a remainder house and replaced the volume it needed for $5.95. Unfortunately, the library didn't know the same volumes were available from other remainder houses for prices as low as $2.95 each and $27.98 for the full set.

A public library director recently received a $75 gift to strengthen the holdings of a branch library suffering from several years of low budget. To stretch the funds, the director developed a desiderata list of reference books to search against remainder catalogs. To his delight he found Edward DeBono's *Eureka* (originally published by Holt at $25) in a remainder catalog at $12.98; Robert and Margaret Orr's *Wildflowers of Western America* (originally published by Knopf at $17.95) from a source at $9.98; *The World Atlas of Food* (originally from Simon and Schuster at $29.95) for $9.98; *The Bicentennial Almanac* (originally published in hardcover at $14.95 by Nelson) for $4.98; and the *Times Atlas of China* (originally from Quadrangle at $75) from a remainder house at $24.95. The first three were included in the 1974 *Library Journal* "Best Reference Book List" and the last two in the 1975 list. To these he added the *Atlas of the American Revolution* (originally published by Rand McNally at $35) for which he paid $14.95. In total, he exceeded his $75 gift by $2.79, which he covered from other book funds.

From Toynbee to John Dean

Fine library collections can be built from remainder books, from Solzhenitsyn to Gore Vidal, from Toynbee on history to Asimov on science, from *The Tomb of Tutankhamen* to *Wyeth at Kuerners*. Most of the White House memoirs have been remaindered, including Magruder's *An American Life* and John Dean's *Blind Ambition*, as has Woodward and Bernstein's *The Final Days*. *Portraits from the Americans* by Daniel J. Boorstin is another example of the excellent values available from remainder sources.

Books from virtually all major publishers—Harper and Row, New York Graphic Society, McGraw Hill, Viking, Abrams, Random House, to name a few—are available through remainder sources. Even the American Library Association has remaindered excellent but slow-selling titles.

Many librarians view remainder books with disdain, believing that since the books didn't sell (or rather sell out), they aren't any good. The notion is false.

C. Edward Wall directs the University of Michigan Dearborn Campus Library, and, as president of Pierian Press, he develops and edits several publications of interest to libraries.

Guide to Bargain-Priced Books Is a New Ordering Tool

Three years ago, C. Edward Wall began developing a publication that would provide systematic access to the inventory holdings of remainder book companies. In March 1978 *Best Buys in Print* became a reality.

Arranged in four sections, *BBIP* provides an author guide, a title guide, and a series/set guide to books held by remainder companies. The fourth section of each issue provides a directory of companies and a description of their business terms.

In addition to listing remainder books, *BBIP* also plans to provide a central source for pre-publication and sales information on books available from original publishers, thus becoming a general guide to bargain-priced books. Only remainder books were featured in the first issue, but original-publisher books, in some numbers, were introduced in the second.

Wall believes it will take several years of constant effort to bring *BBIP* to the level of comprehensiveness he desires; but in the meantime he feels *BBIP* can still save librarians considerable time and money as an ordering tool. The first issue contained information on 7,500 remainder books and offered libraries possible savings over the original book prices totaling almost $75,000.

A staff of five part-time editors, including Wall and Managing Editor Edward Przebienda, compiles each issue. The first two issues have been produced manually, but the third (September 1978) will be computer-produced, enhancing the currency of the information. The development of online access to the *BBIP* data base for use by libraries and book stores is also being explored.

At $25 per year (foreign postage extra), this quarterly service is expected to cover some 25–28,000 titles in 1978. Free sample issues are available from Pierian Press (5000 Washtenaw, Ann Arbor, MI 48106) and at Pierian's booth (No. 6 in the Palmer House) during the ALA Annual Conference. A background paper on remainder books is also available from the press at no charge.

Remainder books are a reflection of a rapidly evolving business world. Publishers are as likely to overestimate a print run as underprint. When the rate of sales declines, business economics will dictate when the cost of promoting and warehousing volumes is no longer realistic. The prudent publisher then remainders these titles, making room for new ones. And the cycle begins again.

How Remainder Firms Make a Profit

"Original book" publishers generally specialize in a type of book designed for a specific market and marketing approach. At considerable cost and effort, a publisher of scientific books will develop mailing lists of scientists and science teachers which can be used repeatedly in marketing new, related titles. The books will be advertised through specialized journals, and libraries will be reached with advertising through the channels proved to be most cost effective by prior experience. However, when the primary market for the science books has been saturated—when the journal ads have run their course, when the direct mail pieces to scientists no longer elicit a response, and after most larger libraries have placed their orders—then new markets and new marketing efforts must be introduced.

It is generally not cost effective for most publishers to pursue these new markets through efforts other than reducing the price of a book and offering it again to the same primary market.

The potential market, however, can be much larger than the primary market. It can include lay persons with scientific interests or libraries that couldn't afford the original price and didn't learn of the sale price offered by the original publisher. The potential market can also include bookstores looking for attractively priced stock for "bargain-tables."

Remainder-book dealers have defined markets beyond the purview of the original book publisher. One company may develop a mailing list of 2 million general book buyers interested in reduced-priced books for their home libraries. Another may specialize in selling quantities of books to bookstores at great discounts, making profits on small margins multiplied by large quantities. With varied markets and costs, remainder companies naturally differ in pricing strategy. But for the following reasons they can generally go far below the original publisher's price:

- The original inventory was acquired at a very low cost.
- Invoicing and sales techniques are tailored to fit low-profit-margin sales, perhaps requiring cash in advance, a minimum size of order, or other conditions to be met before an order is processed.
- Royalties or related charges are rarely paid directly by the remainder-book dealers.
- Remainder firms are not wasting warehouse or advertising space with "unattractive" inventory. They have *carefully selected* their inventory to meet the interests of their known market.

These are some of the factors that make the remainder-book market profitable when it is no longer profitable for original publishers to attempt further sales of their own publications. Of course, remainder-book publishers can guess wrong about the sales potential of a book, just as the original publisher did. When this happens, the remainder companies turn to the third market—remainder companies that remainder books sold to them by remainder companies. These books generally end up in the discount stores at 27 cents each or four for $1 and are bought by the thousands regardless of title and author.

Same Book from Several Sources

When a publisher remainders a book, the entire remaining inventory is generally sold to the highest bidder. The purchasing company may then whole-

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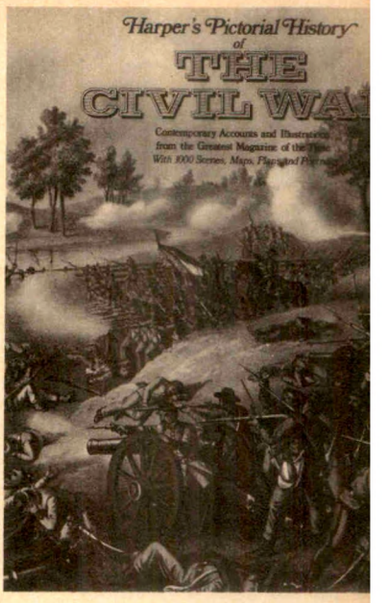
sale all or a portion of the inventory to bookstores and/or firms which retail to individuals and libraries through sales lists and catalogs—as the purchasing company is also likely to do under the same or different name. It is quite common, as a result, to find the same book available from several sources and possibly at widely varying prices. It is also quite possible to find the book still available from a secondary remainder source long after the original remainder purchaser has sold out.

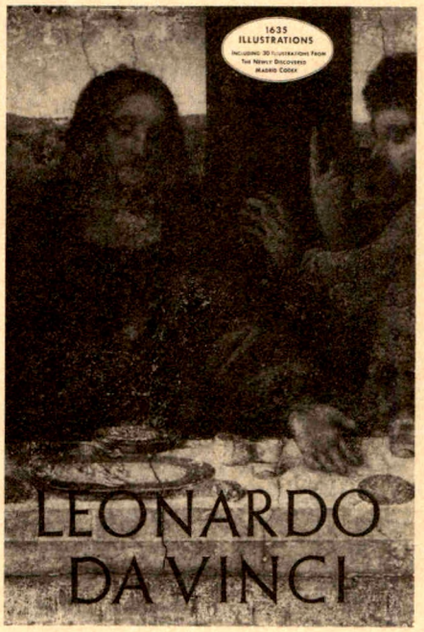
When a publisher sells its remaining inventory, it will remove reference to the book from its catalogs and forthcoming editions of *Books in Print* and the *Publishers Trade List Annual.* For all practical purposes, the book has gone out of print except to those librarians willing to spend time going through remainder catalogs or bargain counters at local book stores, or who have access to a new service titled *Best Buys in Print* (see box in this article).

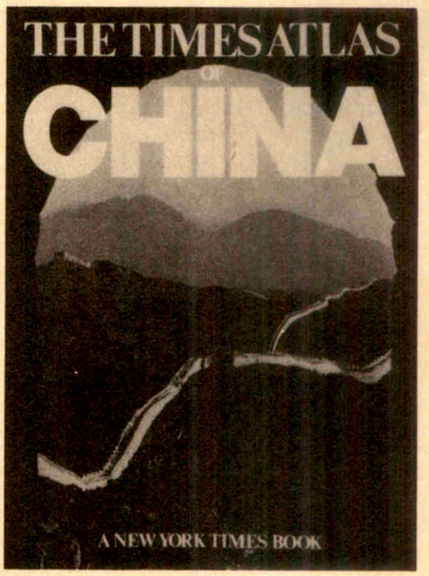
Over the last 15 years, the industry has undergone major change. A number of companies have been established to sell remainder books directly to libraries. These firms carefully develop their inventory with this market in mind, although they will anticipate sales to other sources as well, including bookstores. Some of these firms, a few of which are listed at the end of this article, have salespeople on the road visiting libraries or exhibiting at conferences with their best "new" titles. (Victor Hotho, Quality Books, American Publishers, and Media Resources are among exhibitors at ALA's Annual Conference in June.) This service has brought many fine books to libraries that would have been the less without them.

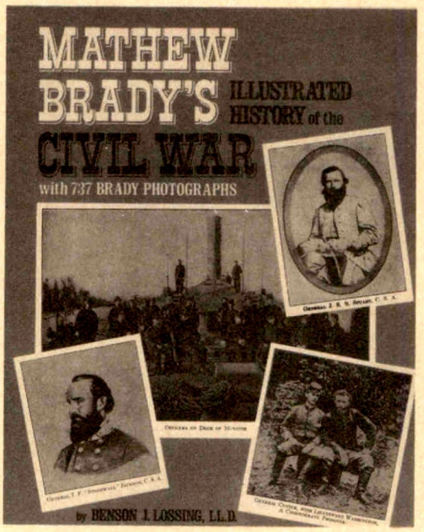
"Remainder" No Stigma

"Remainder" is no stigma. Simply stated, it refers to the last remaining volumes of a title which the original publisher decides not to sell directly to its primary customers. It is also a term loosely applied to titles imported by the remainder companies (often referred to as "special imports") and to reprints of popular titles to which the remainder companies have obtained reprint rights. Green and Ganston's *Hitler's Luftwaffe* and *The Golden Years of Trains 1830–1920* are examples of special imports. The reprint category includes such volumes as Ronald DeWaal's *World Bibliography of Sherlock Holmes and Dr. Watson,* originally published by New York Graphic Society at $60 and available in reprint at $9.98, and the "Classic Collectors Edition" of *Gray's Anatomy,* which seems to sell forever. Like the true remainder books carried by the









Remainder companies typically offer these once-expensive editions at less than half their original price: e.g., *Wyeth at Kuerners* (originally $75) is $29.95 from Publishers Central Bureau.

companies, the reasonably priced special import and reprint titles are frequently not included in *Books in Print*.

Greater Supply Than Ever

As library budgets grow tighter, remainder books will become increasingly important. The decline in buying power of libraries both creates the need for remainder books and contributes to the supply itself. Publishers will print a run based upon prior sales experience. When acquisition budgets unexpectedly decline, sales will be softer than anticipated, and unsold books will eventually be remaindered. The result is an opportunity for those libraries who couldn't afford the book before to acquire it at a bargain price.

Fortunately for libraries, the supply of good remainder titles seems greater today than in years past. Publishers continued to print runs of titles reflecting flush library budgets of the late 1960s and early 1970s long after those budgets began to constrict, resulting in large quantities of unsold volumes. Though publishers have reacted with time to the new budgetary realities, a particularly large and fine trove of potential remainder titles has been produced. These titles are now entering the remainder market, which should be studied closely by all librarians seeking outstanding values.

Some Typical Remainder Houses

American Publishers Co., 1024 W. Washington Blvd., Chicago, IL 60607. This company offers a large selection of remaindered titles from the nation's leading juvenile publishers. It also functions as a regular merchandiser of non-remaindered children's titles. Approximately 90 percent of its sales are to schools and libraries. The balance of its business is to bookstores. Catalog kits are available from the company. An affiliate company, Media Resources, handles adult remainder books. Media Resources is located at 1020 W. Washington Blvd., Chicago, IL 60607.

Victor Hotho and Co., 916 Norwood, Fort Worth, TX 76107. Offering a wide collection of remainder, special reprint, and import books, Hotho's inventory is developed to appeal to library needs. Books are offered with a wide variety of options. Complete card sets, main-entry cards, charge accounts.

Publishers Central Bureau, 1 Champion Avenue, Avenel, NJ 97131. This company claims the largest inventory of remaindered or special reprint and import books in the United States. Its stock of approximately 20,000 titles covers a very wide range of subjects from American history to science to fiction. This company does not emphasize library sales to the extent of the other firms in this brief list, but is included because of the size and overall value of its inventory.

Quality Books, Inc., 400 Anthony Trail, Northbrook, IL 60062. One of America's largest institutional remainder-books dealers, Quality Books has specialized in books of value to schools and libraries for over 15 years: reprints, imports, and remainders ranging from reference sets to children's books. QBI provides free main-entry cards with import titles. Processing and catalog card kits are available.

University Book Service, 2424 West Granville Rd., Worthington, OH 43085. Specializing in books of particular value to schools and libraries, UBS sells at discounts of 50 to 70 percent. The company fully guarantees all books, which are available with free sets of catalog cards. New York Graphic, Oxford, Saturday Review, Viking, and many others are represented. The company is very flexible on ordering methods (one method: mark up the catalog). □

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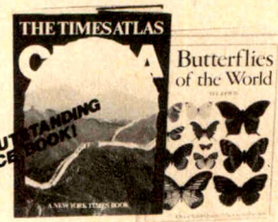

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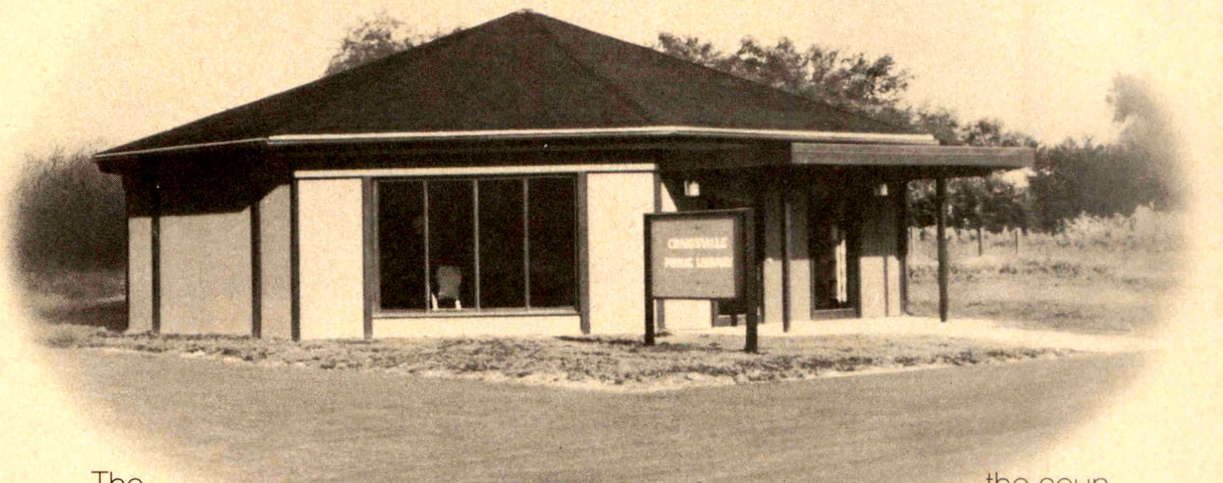

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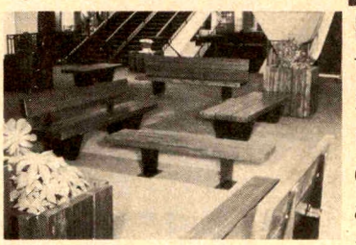

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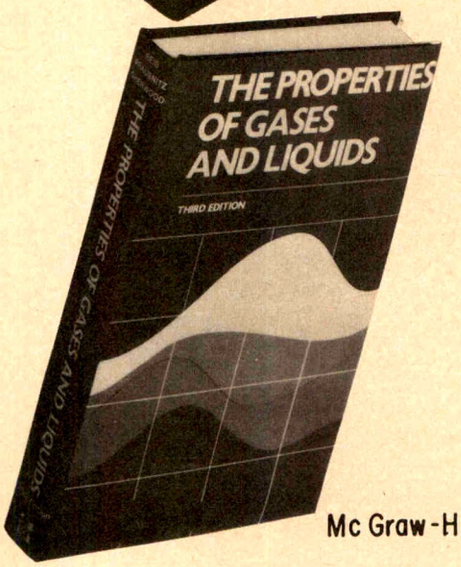

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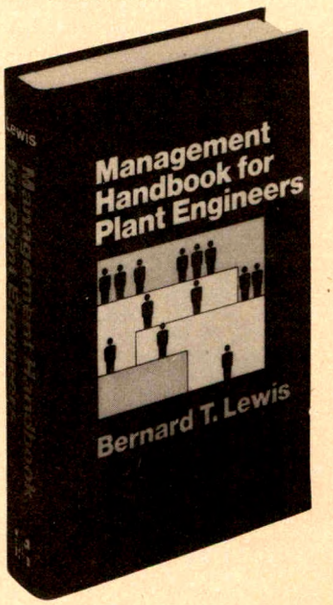

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Marta O'Neill, a March graduate of the University of Chicago GLS, follows the placement path at 1978 ALA Midwinter. After receiving her ID number . . .

Life at the Conference Placement Center or How to Play the Market without Losing

by Margaret Myers

"Is it worthwhile to come to the Conference Placement Center?" jobseekers ask us. "Can you guarantee me a job?"

Many librarians have found jobs as a result of attending the Annual Conference. Since the trip to Chicago may be a costly venture, however, one must be willing to take a chance, with no illusions.

For novice jobhunters and especially first time attendees, an understanding of the process should make the ALA Placement Center a less confusing, frustrating, and disappointing experience. The short time period and the large number of jobhunters add to the tension of the scene; the Placement Center becomes a microcosm of the larger job market in the "real world."

Performance Record

The exact number of jobs actually obtained through the Placement Center unfortunately can't be determined. Few jobs are filled directly at the conference, but initial contacts made there often lead to second, in-depth interviews or reference checks and job offers later. And the very experience, although painful, may be worthwhile.

In the past few years, the ratio of applicants to jobs has been about three to one (see chart for statistics). Moreover, most of the jobs require experience, and the majority of applicants are new graduates. ALA's Office for Library Personnel Resources (ALPR) has sent special mailings to employers in an attempt to generate more job vacancy listings of all kinds. OLPR urges employers to list openings even if they cannot attend the conference.

The Placement Center does offer jobhunters an opportunity to study up-to-date listings of openings that might not be found elsewhere, and it provides a chance to make immediate contact with employers from all over the country. Employers from places as far off as Saudi Arabia have interviewed prospects at ALA conferences. What's more, connections made during conference sessions, parties, and committee meetings may result in job leads and referrals later on.

A jobseeker may apply to the Placement Center without coming to Chicago, but chances of contacting employers are slim unless one has unusual qualifications. To use the Placement Center, it is not necessary to register for the conference or to be an ALA member.

For employers, the Placement Center offers an opportunity to see a large num-

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Margaret Myers, director of the ALA Office for Library Personnel Resources, has served as staff liaison to the Placement Center since 1975.

. . . Marta scans the job listings folders, and later checks for employer replies to her message cards . . .

ber of candidates for at least initial screenings at little expense. It can also provide a roll of possible candidates to bring home to a search committee.

How the Center Works

Jobseekers and employers may register either in advance or at the conference. Because the registration forms are to be photocopied, OLPR suggests you use a typewriter or a black pen to fill out the form. You must indicate just one job category on each form, but you may fill out a form for each category you're interested in. ("Roundup" chart lists the ten categories with their Placement Center codes.)

Just before the center opens, the applicants form a long line to receive their all-important ID numbers. After you get yours, look for the job category notebook of your choice. You may have to wait again, particularly if you want the popular "E" User Services notebook.

Jot down any job listings that interest you, along with the employer's ID number. Watch for any employer's "will not attend conference" notice and write directly to the individual listed.

If an employer is interviewing, fill out one of the 40,000 specially-printed 3x5 message cards fully and clearly, then deliver it to the Message Center. Employers follow a similar procedure.

Placement Center Roundup: Midwinter 1978

Job Category (Notebook Code)	Applicants	Jobs
Administration-Academic (A)	56	33
Administration-Government (B)	4	4
Administration-Public (C)	71	28
Administration-Special (D)	22	7
User Services (E)	225	108
Technical Services (F)	86	79
School Library (G)	12	0
Library Schools (H)	26	25
Audiovisual (I)	13	6
Information Systems (J)	12	22
Total	527	312

1977 Annual Conference

Applicants	1,515
Jobs	455

Don't Wait for Godot

Applicants are advised not to stand around waiting for an employer's card to appear like magic in their slots. After addressing your messages, go off to conference sessions, inspect the exhibits, or take a walk in Grant Park. Don't let your friends' anxieties wear you down—get away from them. Stay optimistic: some jobseekers at Midwinter said the pink tablecloths cheered them. Many people checking notebook listings already have jobs and are only window shopping.

Return to check your message slot several times a day, and don't forget to watch for new listings in the notebooks.

When an employer requests an interview, bring your detailed resume, since the registration forms are brief. (There are no photocopying facilities at the Center, so come prepared with a supply of resumes.) The interview area is draped, but many other interviews will be taking place nearby.

If you miss an appointment because you didn't get the message in time, don't panic; mixups do occur. Simply try to establish contact again. Unclaimed messages are forwarded to employers after the conference along with copies of the appropriate applicant forms.

Be prepared for the shock of not managing to get an interview. Some employers simply do not have time to see everyone, but they, too, make notes of possibilities. Your resume with covering letter many produce results later.

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Art Plotnik

Waiting for an interview, Marta reviews her resume and finally elaborates on her job skills to an employer.

Reference and Sympathy

Confused? Need a sympathetic ear or some general hints on interviewing and job hunting? Want to know where the closest sandwich bar is?

Consult the Job Seeker's Comfort Station organized by OLPR. Volunteer personnel directors, library school placement officers, and other knowledgeable people staff the station to give advice to the joblorn.

They also offer reference tools to acquaint you with a library that interests you. You'll find the *American Library Directory*, atlases, and other useful keys.

Employers sometimes ask why there isn't a Comfort Station for them, too. On their side of the coin, the rigors of sifting through the thick notebooks, finding perhaps 100 messages, and determining which applicants to interview first can also be trying.

Employers are able to schedule interviews at half-hour intervals, but cannot reserve a particular table for the entire week.

Helpful Hints for Seekers

In the spring *Journal of Education for Librarianship* (p. 228), Comfort Station volunteer Gerald Shields of SUNY Buffalo's library school reports he found students totally unprepared for the shock of scrambling for a job at the Placement Center. The well oriented applicants, he commented, were actively participating in the conference.

In "Suggestions to Job Seekers" in *Illinois Libraries* (April 1977, pp. 263–65) James Rettig of Kentucky's Murray State University advises applicants to ignore faces and concentrate on ALA ID badges at meetings and in elevators. At the 1976 Conference, he encountered the directors of two libraries he'd applied to earlier. Although the libraries had no vacancies listed at the Placement Center, Rettig was able to arrange interviews with their directors through chance.

ALA Placement Center 1978

Site: McCormick Place, E. 23rd & Lake Front; Lobby Level—Ray Schoessling Hall.

Hours: Monday, June 26: 10 a.m.–5 p.m.; Tuesday, June 27 and Wednesday, June 28: 9 a.m.–5 p.m.; Thursday, June 29: 9 a.m.–12 noon.

Shuttle buses: Consult schedule in conference registration area.

Registration forms: National Registry for Librarians, 40 W. Adams St., Chicago, IL 60603 (312-793-4904) or at conference Placement Center.

Both applicants and employers should be aware of the "Conference Placement Center Guidelines" adopted by Council in July 1976 describing certain responsibilities for both parties. The guidelines and other releases on Placement Center service procedures are available at the center or from OLPR.

Answers to Questions

"Why can't the Message Center be open after hours?" users ask. Unfortunately, it must be monitored. In an attempt to reduce the competition, applicants have been known to remove messages left for employers.

Why can't the center extend its hours from 6 a.m. to midnight? Because the cost is prohibitive. The National Registry for Librarians, funded through the U.S. Department of Labor and the Illinois State Employment Service, has often coordinated the Placement Center in the past, but ALA finances the operation at a cost of from $3,000 to $14,000 per Annual Conference or Midwinter, depending on the site. ALA pays for the rental of the hall and equipment, the printed forms, and the staffing (about 35 people at Annual Conferences), security guards, and other expenses.

Because the Placement Center requires 20,000 square feet to provide elbow room for jobseekers and employers, hotel sites are more costly than convention centers. In 1978 the Placement Center was unable to find adequate space near the Hilton, but free buses will shuttle people from conference hotels to McCormick Place. And this year, users will find the breathing space in Ray Schoessling Hall quite unlike the "meat market" atmosphere common to some previous conferences. OLPR welcomes your comments, but makes no promises. Happy hunting! □

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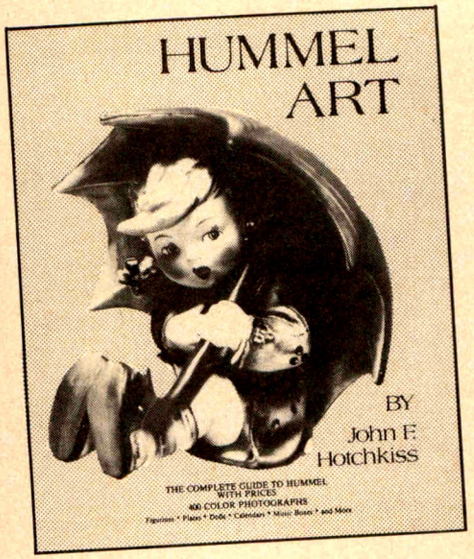

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BY

John F. Hotchkiss

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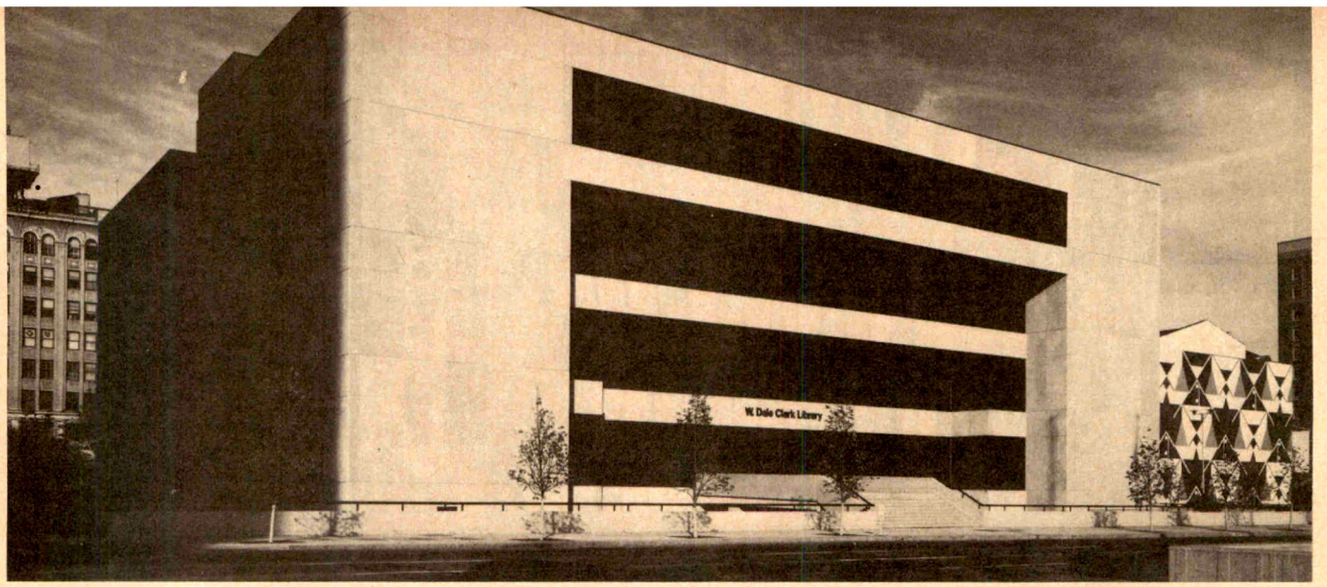


FACILITIES & DESIGN

New Omaha Library Boosts Use

"We have a building that attracts people," says Omaha Public Library System Director Frank Gibson, referring to the system's new central library facility. Circulation and reference figures back up Gibson's view. After the W. Dale Clark Library opened in March 1977, adult book circulation climbed 44%, children's book circulation zoomed 225%, and in-house reference questions increased 150%.

Before the move into new quarters, the central library collection had been housed in an 1890s building less than one fourth the size of the new facility. The Clark Library supplies 122,000 sq. ft. for the approximate 250,000 volumes of the central collection and has room for growth to 600,000 volumes.

Designed by Hellmuth, Obata & Kassabaum of New York City and John Latenser & Sons, Inc., of Omaha, the five-level building anchors the western edge of the emerging Central Park Mall, a six-block, $15-million development aimed at revitalizing Omaha's downtown and scheduled for completion in 1981.

Progressively outward stepped walls of reflecting, insulating solar bronze glass dominate the east and west sides, directing attention to the building's entrances. The north and south facades are striated limestone accented with small windows. Patrons approach the entrances by bridges across excavated areas which provide natural light and courtyards for the lower level and parking space for about 50 cars.

Circulation and other public services are located near the entrances; technical services occupy the lower level. A double, central well runs from the entry level to the 48 plexiglass domes of the skylight. The wells relieve the horizontal emphasis of the design and visually link the various parts of the library.

The collection is arranged in five subject departments on the upper three levels in both open and closed stacks. Seating for 425 patrons is concentrated

Three Libraries Win Top Design Honors

To recognize excellence in library design and planning, a panel of architects and librarians has honored three buildings and selected eight others for merit in the 1978 Library Buildings Award Program. ALA's Library Administration Division and the American Institute of Architects sponsor the biennial program.

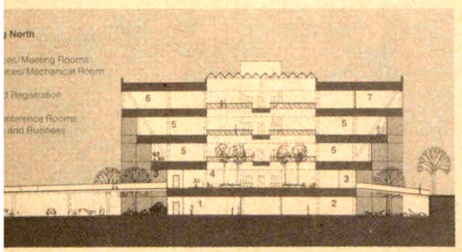
In alphabetic order, the honor winners are: Houston (Tex.) Central Library (see *AL*, Nov. '76, pp. 620–22), Michigan City (Ind.) Public Library (Jan. '78, pp. 36–7), and Sarah Lawrence College Library, Bronxville, N.Y.

Merit winners: Biloxi (Miss.) Library and Cultural Center; Chula Vista (Calif.) Public Library; Long Island University Library/Learning Center, Brooklyn, N.Y.; Public Library of Des Moines (Ia.) Southside Branch; Scripps Institution of Oceanography Library, La Jolla, Calif.; Selby Public Library, Sarasota, Fla.; Tredyffrin Public Library, Strafford, Pa.; and Troy-Miami County (Ohio) Public Library (Apr. '77, pp. 188–90).

All eleven winners receive certificates for the library and architect; the three honor libraries also receive plaques.

LAD will present the awards and an evaluation of the buildings by architects and librarians at Annual Conference on Tuesday, June 27, 2–4 p.m. in the Pick-Congress Florentine Room.

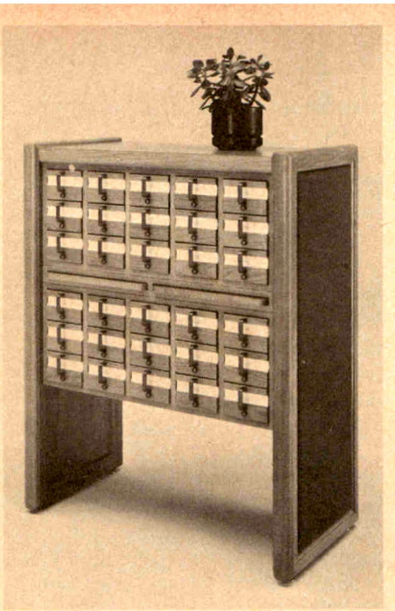
A selection of award-winning libraries will be featured in coming issues of *AL*.



around the central wells and near the glass walls. The earth tones of the color scheme—mostly reds and yellows—run from darker shades on the upper floors to lighter ones on the lower levels; the carpeting is a natural stone hue.

Among the library's special facilities are a small gallery for circulating framed prints, listening carrels for records, a microfilm room, three meeting rooms, and a carpeted structure for lounging and storytelling in the children's department.

Revenue-sharing funds paid the major share of the $2-million cost of the site; construction and equipment totaled about $7 million. —*A.G.B.*



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AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

Note: Entries pertaining to continuing education are compiled by Eileen Zilius of the ALA Office for Library Personnel Resources.

June

1-3: Oregon Governor's Conf. on Libraries, Putnam Ctr., Willamette U., Salem. Spkr., Gov. Robert Straub. Observers welcome. L. Schellin, State L., Salem 97310 (503-378-2831).

2-6: *Statistical Methods for Library Administrators,* Madison. Spons., U. Wisconsin-Extension Communication Programs. Training for studying service communities, assessing productivity & performance, making decisions, & evaluating research. 12 days' instruction in three four-day sessions Aug. 25–29 & Oct. 13–17. J. Nelson, UWE/CP, 610 Langdon St., Madison 53706.

5-7: New York Governor's Conf. on Libraries, Empire State Plaza, Albany. Spkrs.: Edwin Newman, chair of Gov. Comm. on Ls.; Gwen Verdon, mem. of Planning Committee; Gov. Carey; legislative leaders; et al. Observers welcome. E. Swanker, Special Asst. to the Governor, Rm. 250, New York State Capitol, Albany 12224 (517-474-3498).

10: *Copyright Workshop,* Davis Col., U. South Carolina, Columbia. Fee, $10; CEUs awarded. V. Patterson, USC/CL, Columbia 29208 (803-777-3858).

11-13: Hawaii Governor's Conf. on Libraries, Hilton Hawaiian Village, Honolulu. Spkrs.: Sen. Daniel Inouye, Thomas Galvin, and former U. Hawaii Pres. Thomas Hamilton. Observers welcome. R. Itamura, State Ln., Office of L. Service, Dept. of Ed., POB 2360, Honolulu 96804 (808-548-2430).

12-13: *Workshop on Cataloging Audiovisual Materials,* University Towers Hotel, Seattle. Fee, $50. Short Courses, U. Washington SL, 133 Suzzallo Library FM-30, Seattle 98195 (206-543-9233).

12-14: *Planning and Evaluating School Learning Resources Programs,* U. Washington, Seattle. Short Courses, UW/SL, 133 Suzzallo Library FM-30, Seattle 98195 (206-543-9233).

15-20: Canadian LA Annual Conf., Edmonton, Alta. Fee: $50 mems., $75 nonmems. CLA 151 Sparks St., Ottawa, Ont. K1P 5E3 (613-232-9625).

19-23: *Library and Censorship,* Appalachian State U., Boone, N.C. A. Naylor, Ed. Media Dept., ASU, Boone 28608 (704-262-2243).

20-23: *Going to the Source: An Introduction to Research in Archives,* Chicago. Spons., Chicago Historical Society and National Archives. Fee, $50. E. Freivogel, Ed. Division, National Archives and Records Service, Washington, DC 20408 (202-523-3298; or R. Brubaker, Chicago Hist. Soc. 312-642-4600).

25-27: Church & Synagogue LA Annual Conf., Calvin Col., Grand Rapids, Mich. CSLA, POB 1130, Bryn Mawr, PA 19010.

MAJOR DATES

ALA Annual Conference	
Chicago	June 24–30, 1978
Dallas	June 24–30, 1979
ALA Midwinter	
Chicago	Jan. 21–27, 1979
Chicago	Jan. 20–26, 1980
Executive Board	
Fall Meeting	Nov. 1–2, 1978
National Library Week	Ap. 1–7, 1979
Children's Book Week	Nov. 13–19, 1978

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer or your state or territorial library agency.

Complete information on June, August, and September conferences appears under appropriate date: see "Keyword Index."

June: Hawaii, New York, Oregon.

August: Indiana.

September: Louisiana, Minnesota, New Hampshire, North Dakota, Ohio, Virgin Islands, Wisconsin.

October: Delaware, District of Columbia, Maryland, Montana, North Carolina, U.S. Indians, West Virginia.

November: Arizona, Arkansas, Florida, Illinois, Missouri, Nevada, South Carolina, Tennessee, Texas.

December: Connecticut, Guam, N. Mariana Is., Trust Territory.

January: Alabama.

February: Alaska, Mississippi, Puerto Rico, Rhode Island.

March: California, Iowa, Kansas, Kentucky, Michigan, New Mexico (or April), South Carolina, Virginia.

Spring: New Jersey.

April: Colorado, Maine, Nebraska, Utah, Vermont, Washington.

South Dakota and Wyoming have not yet determined if they will hold pre-WHCLIS meetings.

July

3-Aug. 4: *Institute on Bilingual Humanities Materials for Children,* MERIT Center, Temple U., Philadelphia. Spons., Proyecto LEER. Stipends avail. for living expenses; 6 grad. cr. Demonstration coll. of 2,500 Spanish and Eng. titles. R. A. Thomas (202-265-3275).

7-14: *Storytelling,* Appalachian State U., Boone, N.C. 2 cr. A. Naylor, Dept. of Ed. Media, ASU, Boone 28608 (704-262-2243).

7-25: *Newbery Memorial Tour,* British Isles. Spons., Pennsylvania LA. Fee, $1,350. Tour of British l. & literary sites, and dedication of Newberry memorial in London. Ms. Vakin, Owens Travel, 421 Seventh Ave., Pittsburgh 15219 (412-261-0835) or J. Pressler (412-391-7508, evenings only).

11-13: *Services of a School Library Media Program,* Palmer Grad. L.S., C.W. Post Ctr., Long Island U., Greenvale, N.Y. Fee, $60. PGLS, C. W. Post Center, Greenvale 11548 (516-299-2855-6).

11-14: *Planning and Producing Audiovisual Presentations,* Drexel U. GSLS, Philadelphia. Fee, $135. DU/Continuing Professional Ed., 32nd & Chestnut Sts., Philadelphia 19104.

16-20: Christian Booksellers Assn. Annual Conf., Currigan Hall, Denver, Colo. CBA, 2001-2031 W. Cheyenne Rd., Colorado Springs 80906.

17-20: *Management of the Small Library,* Drexel U./GSLS, Philadelphia. Fee, $210. *Register by June 15.* DU/Continuing Professional Ed., 32nd & Chestnut Sts., Philadelphia 19104.

17-21: *Instructional Development,* Appalachian State U., Boone, N.C. D. J. Bock, Dept. of Ed. Media, ASU, Boone 20608 (704-262-2243).

21-22: *Gifts to Libraries: Opportunities for Library Development and Institutional Support,* U. California/Santa Cruz. UC Extension, Santa Cruz 95064 (408-429-4534).

24-28: *The LRC: Personnel Management,* Appalachian State U., Boone, N.C. D. J. Bock, Dept. of Ed. Media, ASU, Boone 28608 (704-262-2243).

26-Aug. 1: International Assn. of School Lnship. Annual Conf., Melbourne Town House, Melbourne. Fee, $22.50 + meals. IASL, POB 118, Carlton, 3053, Australia.

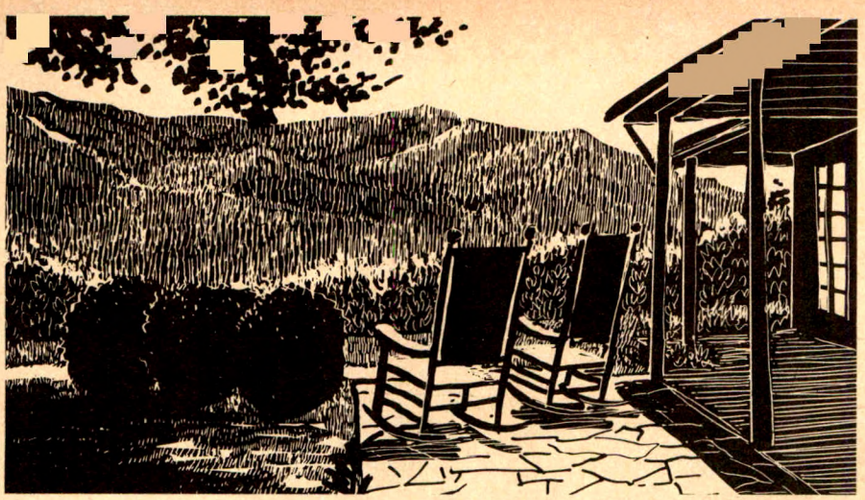
28-29: *Leadership Skills for Librarians,* U. California/Santa Cruz. UC Extension, Santa Cruz 95064 (408-429-4534).

July 30-Aug. 4: *Organization of Learning Labs,* Appalachian State U., Boone, N.C. D. J. Bock, Dept. of Ed. Media, ASU, Boone 28608 (704-262-2243).

August

4-5: *Photographs: Collecting, Preserving, and Exhibiting,* U. California/Santa Cruz. UC Extension, Santa Cruz 95064 (408-429-4534).

7-11: *The LRC: Planning Learning*



To take a break from chain hotels housing conferences and seminars, stop at one of America's country inns such as the Hemlock Inn in Bryson City, N.C. (above). Norman T. Simpson describes his visits to the most unusual ones in a new edition of *County Inns and Back Roads: North America*, available in paper at $4.95 (Berkshire Traveller Press, Stockbridge, MA 01262).

Environments, Appalachian State U., Boone, N.C. D. J. Bock, Dept. of Ed. Media, ASU, Boone 28608 (704-262-2243).

11-12: *Preservation of Library and Archival Resources*, U. California/Santa Cruz. UC Extension, Santa Cruz 95064 (408-429-4534).

11-13: Indiana Governor's Conf. on Libraries, Atkinson Hotel, Indianapolis. Spkrs., Gov. Otis R. Bowen and author Marilyn Durham. Observers welcome. Mrs. A. Wert, Vigo Cnty. P.L., 222 N. Seventh St., Terre Haute 47807 (812-232-5041).

14-16: *Conservation of Library and Archival Materials (Advanced): Storage and Protection*, U. California/Santa Cruz. UC Extension, Santa Cruz 95064 (408-429-4534).

16-19: Pacific Northwest LA Annual Conf., Captain Cook Hotel, Anchorage, Alaska. Fee: $20 mem. for full conf., $7 mem./day prereg. before July 20; $30 late & nonmem. for full conf., $10 nonmem./day. C. Innes-Taylor, U. Alaska L., 3211 Providence Dr., Anchorage 99504.

September

9: *Middle School Learner Workshop*, Davis Col., U. South Carolina/Columbia. Fee, $10; CEU's awarded. Physical and psychological needs of 10–14-year olds. V. Patterson, USC/CL, Columbia 29208 (803-777-3858).

10-12: Minnesota Governor's Conf. on Libraries, Leamington Hotel, Minneapolis. Observers welcome. G. Aspnes, Office of P. Ls. & Interlibrary Coop., 301 Hanover Bldg., 480 Cedar St., St. Paul 55101 (612-296-2821).

14-16: New Hampshire Conf. on Library and Info. Services, State House, Concord. Spkrs., WHCLIS State Ch. Emerson Greenaway & Lowell Martin. Observers welcome, but space limited. A. Duckworth, State Ln., 20 Park St., Concord, NH 03301 (603-271-2394).

16: *Book Appetit: Creating a Taste for Reading*, Mundelein Col., Chicago. Spons., Children's Reading Round Table of Chicago. Spkr., Nancy Larrick. E. Schweri, 5735 N. Washtenaw, Chicago 60659.

17-19: Wisconsin Governor's Conf. on Libraries, Sheraton Inn-Madison Gate Way, Madison. Spkr., Alice Ihrig. Observers welcome. G. Farwell, Dept. of P. Instruction, Rm. 517, 126 Langdon St., Madison 53703 (608-266-9534).

19: *Women in Library Management Workshop*, Davis Col., U. South Carolina/Columbia. Fee, $10; CEUs awarded. To help women develop management potential; males welcome. V. Patterson, USC/CL, Columbia 29208 (803-777-3858).

20-22: Ohio Pre-White House Conf. on Library and Info. Services, Sheraton-Columbus Hotel, Columbus. Spkrs., Gerald Shields and Ohio Sen. Oliver Ocasek. Space limited. D. Cohen, State L., 65 S. Front St., Columbus 43215 (614-466-2693).

27-29: Louisiana Governor's Conf. on Libraries, Sheraton Hotel, Baton Rouge. Spkr., Gov. Edwin Edwards. Observers welcome only at Sept. 27 dinner; conf. space limited. Mrs. M. L. Lynch, POB 951, Baton Rouge 70821 (504-343-4848).

28-30: North Dakota Governor's Conf. on Libraries, Holiday Inn, Bismarck. Observers welcome. D. Butcher, Box 2. Minot State Col., Minot 58701 (701-852-8806).

29-30: *Through the Looking Glass: The Art of Illustrating Children's Books*, San Jose State U., Calif. Guests, Trina Schart Heyman, John Grandits, et al. J. Lieberman, SJSU/DLS, San Jose 95192 (408-277-2292).

29-Oct. 1: Virgin Islands Pre-White House Conf., Pineapple Beach Resort, St. Thomas. Spkrs.: Joseph Califano; Trinidad poet Derek Walcott; and commentator Michael Paiewonsky. Observers welcome. H. Laurence, Res. & Dev. Officer, Bur. of Ls., 49-50 King St., Christiansted, St. Croix, VI 00820 (809-773-5715).

October

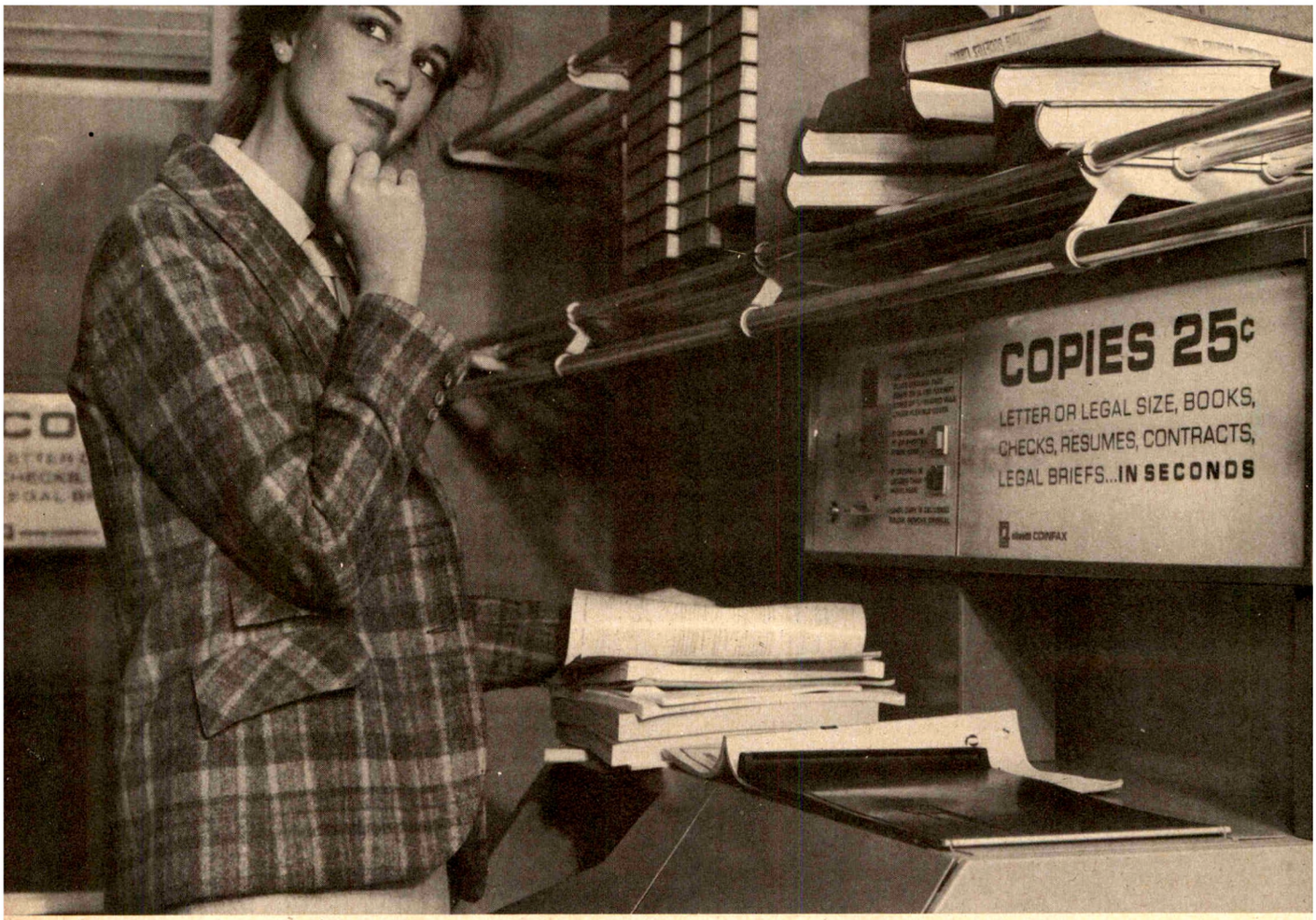
12-15: Nevada LA-Mountain Plains LA Annual Conf., Sahara Tahoe, Stateline, Nev. Y. Saddler, POB 337, Minden, NV 89423 (702-782-3023).

16-19: Information Management Exposition and Conf.: INFO 78, McCormick Place, Chicago. Theme, "Strategic Planning in the Information Age." Clapp & Poliak, 245 Park Ave., NYC 10017.

24-27: Illinois LA Annual Conf., Radisson Chicago Hotel (formerly Sheraton-Chicago). ILA, Suite 1303, 425 N. Michigan Ave., Chicago 60611 (312-644-1896).

KEYWORD INDEX

Archival research	June 20-23
AV matls., cataloging	June 12-13
Audiovisual presentations	July 11-14
British Isles tour	July 7-25
Canadian LA	June 15-20
Cataloging AV matls.	June 12-13
Censorship	June 19-23
Christian Booksellers Assn.	July 16-20
Children's book illustration	Sept. 29-30
Children's lit.	Sept. 16
Church & Synagogue LA	June 25-27
Conservation	Aug. 14-16
Gifts	July 21-22
Hawaii Governor's Conf.	June 11-13
Illinois LA	Oct. 24-27
Indiana Governor's Conf.	Aug. 11-13
Info. Management Expo. & Conf.	Oct. 16-19
Instructional development	July 17-21
Int. Assn. of School Lnship.	July 6-Aug. 1
Leadership skills	July 28-29
Learning labs	July 30-Aug. 4
Learning resource ctrs.—personnel	July 24-28
Learning resource ctrs.—planning	Aug. 7-11
Louisiana Governor's Conf.	Sept. 27-29
Minnesota Governor's Conf.	Sept. 10-12
Nevada LA-Mt. Plains LA	Oct. 12-15
New Hampshire pre-WHCLIS	Sept. 14-16
New York Governor's Conf.	June 5-7
Newbery Memorial tour	July 7-25
North Dakota Governor's Conf.	Sept. 28-30
Ohio Ed. L./Media Assn.	Nov. 2-8
Ohio Pre-WHCLIS	Sept. 20-22
Oregon Governor's Conf.	June 1-3
Pacific NW LA	Aug. 16-19
Photographs	Aug. 4-5
Preservation	Aug. 11-12
School l. media	June 12-14 July 11-13
Small l. management	July 17-20
Spanish-speaking children's matls.—humanities	July 3-Aug. 4
Statistical methods	June 2-6 Aug. 25-29 Oct. 13-17
Storytelling	July 7-14
Wisconsin Governor's Conf.	Sept. 17-19
Virgin Islands pre-WHCLIS	Sept. 29-Oct. 1
Women managers	Sept. 19



"When do I need the Copyright Clearance Center?"

Maybe not this time. Librarians everywhere are asking if they are, or aren't, allowed to make photocopies of copyrighted works under the new copyright laws. The Copyright Clearance Center can help.

- The CCC service, or permission from any other source, is not needed for a lot of the photocopying libraries do. First, get the full story on what the new law says about when you can and cannot copy without permission.
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- What action should I take, and how do I do it?

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THE SOURCE

ALA GENERAL NEWS

Executive Board Highlights Spring Meeting, April 26-27

Meeting in Chicago were Board Members Eric Moon (presiding), Russell Shank, William Chait, Robert Wedgeworth, Rebecca Bingham, Alphonse Trezza, Helen Tuttle, Thomas Galvin, Kathleen Molz, Norman Horrocks, Donald Trottier and Ella Gaines Yates.

The following are issues and actions of general interest to the Membership:

Accreditation committee. The Council on Postsecondary Accreditation has extended to the ALA Committee on Accreditation the maximum continued recognition of five years.

Satellite conference. Project Coordinator Harold Wigren's report on the Feb. 7 ALA Satellite Seminar Conference on Copyright revealed mixed reactions from participants on the technical quality of the experiment, but showed that 93 percent wanted more of the same type of program.

UNESCO group. ALA has become a member of the U.S. National Committee for the UNESCO General Information Program. Robert Wedgeworth is ALA representative for a four-year term. The temporary secretariat for the group will be the ALA International Relations Office.

Indirect Costs. Three exhibits presented by ALA Director of Fiscal Services Meldon Kirk documented present methods for computing indirect costs to ALA of activities carried out with ALA or outside funds. On the average, Kirk reported, the divisions incur $.39 in indirect costs (Headquarters office services, etc.) for every dollar they spend. Divisions and offices, however, pay only direct charges for such services as long-distance calls and photocopying, based on formulas developed "for as equitable a distribution as possible." Indirect costs for foundation- and government-sponsored projects are figured at 21 and 20.7 percent respectively.

Courses by newspaper project. Linda Crowe of the North Suburban Library System in Illinois has been designated director. A newly appointed advisory committee has advised Crowe of proposal revisions requested by the sponsoring National Endowment for the Humanities. The learning-in-the-library project has been funded for planning and may receive its implementation grant of some $240,000 by August.

National information policy. Moon and Shank will appoint a group to revise and rework the national policy statement presented at Midwinter 1978 with a view toward developing an official ALA policy. ALA will invite other appropriate organizations to contribute to a set of joint principles.

ALA continuing education program. The staff has Board go-ahead to develop a planning grant proposal for later Board consideration. Rough figures mentioned were $150,000 for planning and up to $3 million a year to run an office and broad program. Some activities would overlap CLENE's present program, Wedgeworth noted, "but ALA cannot forego its own responsibilities."

DISC contentment. Earlier discontent of the Divisional Interests Committee over relations with ALA administration and other problems has diminished considerably according to a report on an April 24 DISC meeting.

The Committee on Streamlining ALA Conferences will work toward "development of a formula for allocating a basic allotment of program time and business time for each unit and office with provisions for negotiating additional time beyond the basic allotment." If and when such a formula can be developed, the Board will study it for possible action.

Censure Removed

The ALA Board removed the censure of the Mt. Vernon (Ill.) Library Board (*AL*, July/Aug. 1976, pp. 446-49). It voted to notify the library board of this action and publish it (herewith) in *American Libraries*. It also commended the library board on its development of new bylaws, policy manual, and personnel policies.

Free speech convocation. ALA will be a cosponsor of ACLU's National Convocation on Free Speech June 13 in New York. No financial obligation is involved.

Management training. The Library Administration Division and American Management Association will seek funds to sponsor a series of institutes for library management

Publishing services. Among highlights of ALA's publishing program, the second edition of *Anglo-American Cataloging Rules* is on target for November 1978 publication; recent bestsellers include Chapter 6 and a paper edition of *AACR 1, The Librarian's Guide to the New Copyright Law, Guide to Reference Books,* 9th ed., and Caroline Bauer's *Handbook for Storytellers;* spring 1978 features the third volume of the *ALA Yearbook* and *Computer-Output Microfilm: Its Library Applications,* by William Saffady.

Future structure. For informal discussion, the Future ALA Structure Committee presented a number of recommendations, most of which will come before the Board again at the Annual Conference. Action on some of the recommendations would begin at Midwinter Council.

Summarizing the committee's ten recommendations:

1. Form "Member Initiative Groups" (MIGs) for 100 or more members to address any interest. MIG lifespan: two years.
2. Form a joint ALA/Council of Library Association Executives group to strengthen association-chapter relations.
3. Make ALA structure more generally understandable through beefed-up efforts in orientation, the *Handbook,* workshops, AV presentations, and information centers at conferences.
4. Revise ground rules for open meetings so observers "have a meaningful experience and become better informed members." Such aids as background materials, a brief orientation, and persons assigned as guides are suggested.
5. Develop a zero-based budgeting procedure for the 1979–80 or 1980–81 General Funds budget. (The Board reacted negatively to this means of achieving program accountability and review.)
6. Review the nominating process and bring proposals for improvement to Council.
7. Eliminate the oral reading to Council of the Freedom to Read Foundation report. (Molz objected strongly.)
8. Following the model of the national conference being held this fall in Boston by the Association of College and Research Libraries, encourage other divisions to hold nonbusiness congresses removed in time and place from the ALA Annual.
9. Hold topical forums for members on a need-to-know basis or to reach association consensus on issues of wide importance.
10. Strengthen interaction between library education, research, and practice through an ad hoc ALA/Association of American Library Schools Joint Commission.

The Future Structure Committee, chaired by Helen Tuttle, augmented its suggestions in a 15-page document containing many thoughtful and articulate observations, among them this concluding remark: "The passive member may well find the association disappointing; the active member has the opportunity to try to guide the association in desired directions. Indeed, the innovative person who examines the structure, finds out what is available, and works within the framework will find that the present structure has relatively few impediments."

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Other Board business: The Board will review its policy for filing amicus briefs; programs concerning library consumer interests have high priority for staff development and Board consideration; ALA will help promote the use of permanent/durable paper by publishers; ALA will seek outside funding for White House Conference public relations support; Ann Eastman will work part time at the ALA Washington Office, detailed to the White House Conference.

Among items reported by the Washington Office is an ad hoc Copyright Subcommittee of the ALA Legislation Committee. The group will set up the monitoring of the new law's effect on libraries in preparation for the required five-year review.

It will serve as a sounding board on copyright implementation matters, drawing information from ALA units, other organizations, and libraries. Contact Nancy Marshall, Chair, at WILS, University of Wisconsin Memorial Library, Madison, WI 53706. □

Notable Reference Books on Display at Conference

The Reference and Adult Services Division will display its 42 notable reference books of 1977 at the RASD booth at the Annual Conference. Afterwards, the books will be available on loan for exhibits at state, regional, or local meetings.

Intended for use in small and medium-sized public or college libraries, the books fall into eight subject categories. They do not include reference works exclusively for children, locally-oriented books, pamphlets, bibliographies and criticisms of individual authors or their works, or foreign language publications.

Librarians wishing to borrow the books for exhibits pay no fee except transportation charges. For more information, contact RASD, ALA, 50 E. Huron St., Chicago, IL 60611.

ALA Phones Have New "Dimension"

Providing incoming callers with quicker, more efficient service is one of the goals of a new "Dimension" telephone system recently installed at ALA's Chicago headquarters. The touchtone system is designed to reduce the switchboard operator's workload, save money on long distance calls, cut repair bills, and provide ALA employees with a greater variety of phone services. With the new system, callers will be able to confer with more than one ALA staffer at a time.

More Affirmative Action

Since October 1977, three libraries have submitted Affirmative Action plans for review by ALA's Office for Library Personnel Resources Equal Employment Opportunity (see *AL*, July/Aug. 1976, pp. 450-451). They are University of Wisconsin/Madison General Library, Fairfax County (Va.) Library and Louisville (Ky.) Free Public Library.

Affirmative action plans should be sent in duplicate for review to EEO Subcommittee, OLPR, ALA, 50 E. Huron St., Chicago, IL 60611.

New Personnel Director at ALA

John Katzenberger of Midlothian, Ill., recently became ALA's new personnel director, succeeding Carl O. Swanson. He formerly spent 11 years as personnel supervisor of IIT Research Institute, a nonprofit contract research organization affiliated with the Illinois Institute of Technology.

Katzenberger earned his bachelor's degree in business administration at Loyola University in Chicago. He has worked in the Montgomery Ward corporate office and for International Telephone and Telegraph Corp.

Katzenberger is married and has eight children.

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, writes the notes in this column. Opinions expressed are his own.

How to Face Shrinking Space

Running Out of Space—What Are the Alternatives?, a collection of papers presented at ALA's 1975 Library Administration Division San Francisco Pre-conference, suggests ways librarians can cope with growing collections and decreasing space.

The papers, edited by library space planner Gloria Novak, discuss storage facilities, microforms, regional cooperative plans, new construction, renovation, funding, and varied technological applications. 160 pages (paperback); available for $14 from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (0-8389-3215-0, 78-1796).

Serials for Media Centers

More than 500 magazines, newspapers, and indexes are described in *Periodicals for School Media Centers*, compiled by Selma K. Richardson and published by ALA. The 397-page selection

aid updates the 1973 *Periodicals for School Libraries*. It provides current information and suggested grade levels for titles in the earlier edition and new periodicals. Available for $8.50 (paperbound) from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (0-8389-0243-X, 77-25069).

Online Manual Discusses Basics

A new introductory manual cuts through the computer jargon and acronyms of online information services. In *Online Information Retrieval Systems*, British authors Bernard Houghton and John Convey discuss principles of online bibliographical work, and give practical examples of search methods.

The authors provide background on hardware and search strategy and list the advantages of online systems in reference service. They also guide readers through searches of DIALOG, MEDLINE, and other data bases. An index and bibliographical references complete the volume.

160 pages, available for $10 from Linnet/Shoe String Press, POB 4327, Hamden, CT 06514 (77-21858, 0-208-01660-0).

INTELLECTUAL FREEDOM

100% Intellectual Freedom

Information about attempts to commit and combat censorship is featured in the Winter 1978 issue of the *Texas Library Journal*, dedicated entirely to the topic of intellectual freedom. The publication includes a guest editorial by Judith Krug, head of ALA's Office for Intellectual Freedom. Available for $2 from the *Texas Library Journal*, 8989 Westheimer, Suite 108, Houston, TX 77063.

Group Speaks against *Speaker*

An ad hoc committee on the ALA film *The Speaker* recently issued a statement of opposition signed by 65 librarians. Beginning, "We are ashamed and disgusted," the statement reads:

"The American Library Association has produced a film, *The Speaker*, that purports to deal with intellectual freedom and the First Amendment. It does not. Instead, it distorts and confounds the First Amendment.

"But even worse than this intellectual dishonesty is the film's wanton assault upon black people. In effect it says: 'Blacks are irrational. Blacks are unprincipled. Blacks must be "protected" by whites. And blacks may indeed be less than fully human.'

"As librarians and citizens, we reject this film. It does *not* speak for the whole profession. We are ashamed that it was ever made. And disgusted that ALA continues to support it."

Sanford Berman of Hennepin County (Minn.) Library is committee coordinator.

Speaker Wins a Silver Screen Award

ALA's film *The Speaker* recently won a Silver Screen award at the U.S. Industrial Film Festival, the largest such event for business and industry. The award is highest in the category of politics, government, citizenship, and world relations.

The Speaker was one of 800 films from 18 countries entered in the competition. Festival Chair J. W. Anderson congratulated ALA on "the courage shown in approaching an obviously provocative subject" in a "uniquely creative manner."

South Dakota Fights Porno Laws

The South Dakota Library Association is opposing legislation that would replace current South Dakota obscenity and pornography laws with new, stricter ones. The legislation broadens the state's

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definition of obscenity, fixes procedures for handling prosecutions, discusses seizure of material ruled obscene, and imposes punishment for obscenity offenses.

The proposed bill repeals all current South Dakota obscenity laws, including those giving prosecution immunity to libraries, educational institutions, and museums.

Voters will approve or kill the legislation in a November referendum. An organization called South Dakota Citizens for Decency, which supports the bill, circulated petitions and obtained enough signatures for the legislation to appear on the ballot.

ALA in Freedom Coalition

Representatives from eight national organizations have formed a coalition to combat what they consider a swing away from open-mindedness in American education.

Temporarily called the Academic Freedom Group, the coalition hopes to inform its members about thought control and intimidation in educational settings, discuss strategies individuals and groups use to restrict access to certain materials, and develop measures to preserve academic freedom.

The group met recently in Indianapolis to discuss the legal aspects of school and library censorship, methods of using the legislative process, public relations as a tool for academic freedom, and library material selection criteria.

Coalition members represent the American Association of School Administrators, American Federation of Teachers, American Library Association, National Council for the Social Studies, National Council of Teachers of English, National Education Association, International Reading Association, and Speech Communication Association.

TECHNICAL SERVICES

Microform Catalogs Audited

AMIGOS Bibliographic Council has issued the final project report of a microform catalog study conducted in five Texas libraries. *Microform Catalogs: A Viable Alternative for Texas Libraries* addresses the use of new technology to produce card catalog alternatives; the applicability of technological tools to libraries of varying sizes and collection needs; cost alternatives and availability of vendors and suppliers; and acceptance of microform catalogs by staff and users.

Available for $2 prepaid from AMIGOS Bibliographic Council, 11300 N. Central Expressway, Suite 321, Dallas, TX 75243.

Institute Highlights Technology

The interaction between human and machine and other key issues in evolving technology will be explored in "Managing Information Technologies," a two-day Library and Information Technology Association institute Sept. 28-29 in Washington, D.C.

Tentative plans call for a two-way satellite link between Washington and Ann Arbor, Mich. Hands-on experience with videodisc, holography, online terminals, and other technologies and demonstrations of bubble memory and other mass memory devices are also on the agenda.

For more information, write Donald Hammer, LITA, ALA, 50 E. Huron St., Chicago, IL 60611.

Closing the Catalog

At an institute called "Closing the Catalog," the Library and Information Technology Association (formerly the Information Science and Automation Division) will explore the impact of abandoning the card catalog for the new technology. Scheduled for Nov. 28-30 at New Orleans' Monteleone Hotel, the institute will reexamine the catalog discussions at earlier institutes. It will also address the problems to be faced by libraries planning to continue their present catalogs. For information and registration forms, contact Donald Hammer, ALA/LITA, 50 E. Huron St., Chicago, IL 60611.

Africana Material Pinpointed

In cooperation with the Library of Congress, Northwestern University is building and maintaining catalog data and location records for its own Africana collection and those of other libraries.

Northwestern checks the records against those in LC files, periodically transferring the new or revised records to LC in MARC format. The records are distributed to other libraries by the MARC Distribution Service and are included in the LC database. An offshoot of the project, which is partially funded by an NEH grant, is the computerization of the bimonthly *Joint Acquisitions List for Africana.*

LC to Change Subject Heads, Continue *LCSH* in Print Form

As it automates its catalog, LC is reviewing its subject heading list to replace obsolete terminology, modernize spellings, eliminate antiquated patterns, broaden or alter standard subdivisions, and make changes required by the second edition of *Anglo-American Cataloging Rules.* Many changes were solicited from librarians and LC staff.

By late 1979, LC will prepare lists of changes to go into effect in 1980, when it begins using the automated catalog. It will incorporate the changes in a new edition of *Library of Congress Subject Headings* (*LCSH*) soon thereafter.

LC also recently announced that the catalog freezing will not end publication of *LCSH*. Though the new technology may bring about changes in certain aspects of *LCSH*, the listing will continue to be available in print form.

COMARC Project Ends

LC's Network Development Office and Processing Department terminated the Cooperative Machine-Readable Cataloging (COMARC) Pilot Project on May 30 when grant funds from the Council on Library Resources ran out.

COMARC was devised to broaden LC's MARC coverage of books and to test whether a national bibliographic data base could be built with decentralized input, maintaining data consistency. Under COMARC, LC accepted bibliographic records based on LC cataloging copy but converted to machine-readable form through other institutions. LC validated the access points, updated the records, removed duplicates, and distributed records to COMARC participants and subscribers.

After clearing out records now in process and assembling pertinent documentation, LC will issue a final report on the pilot project.

EDUCATION

Archival Techniques for All

For the first time, Chicago will host a National Archives and Records Service workshop, "Going to the Source: An Introduction to Research in Archives," June 20-23. A similar program recently took place in Washington, D.C., which hosts archival research programs each year.

Cohosted by the Chicago Historical Society, the Chicago course is designed for the general researcher, historian, research librarian, social scientist, college or university instructor, and graduate student. It will examine how to locate and gain access to primary sources and how to work with documents, microfilm, and finding aids. Some discussion will center on Chicago-area resources. Participants will have at least one afternoon for independent research.

The workshop, which costs $50, will be limited to 25 persons. To register, write to Elsie Freivogel, Educational Division, National Archives and Records Service, Washington, DC 20408.

Who's Accredited

The spring listing of "Graduate Library School Programs Accredited by the American Library Association" is available from ALA.

Issued semi-annually, the list gives names, addresses, phone numbers, deans or directors, and degree information for schools with accredited library programs. The publication notes schools offering doctoral and post-master's specialist or certificate programs.

Available from Accredited List, American Library Association, 50 E. Huron St., Chicago, IL 60611. Please send a self-addressed, stamped, 9½ x 4" envelope.

Summer Seminars in Rhode Island

"Business Reference Materials," "The Library Planning Process," and "Online Systems: Design and Use" will be topics at three summer courses in the University of Rhode Island Graduate Library School's continuing education program.

The Business Reference Materials Workshop June 17 will discuss techniques and issues of business librarianship, government documents as reference sources, and other business reference tools. The fee is $30, and maximum enrollment, 50.

Building programs, obsolescence reports, plan reviews, building evaluations, funding, equipment, lighting, graphics, and other topics will be discussed at the Library Planning Process Institute July 12 through 16.

An institute Aug. 5 through 9 will examine design and use of online systems. It will feature hands-on work with current data bases and instruction on indexing, abstracting, and thesaurus construction.

Maximum enrollment is 40 for the library planning and online institutes. Both cost $200, including registration, materials, food, and lodging.

Registration is required two weeks before each seminar. Send checks, payable to the university, to the Conference Office, Memorial Union, University of Rhode Island, Kingston, RI 02881.

Seminars in Statistical Skills

Once upon a time, librarian George D'Elia was frustrated because he felt he lacked the quantitative skills necessary for library work.

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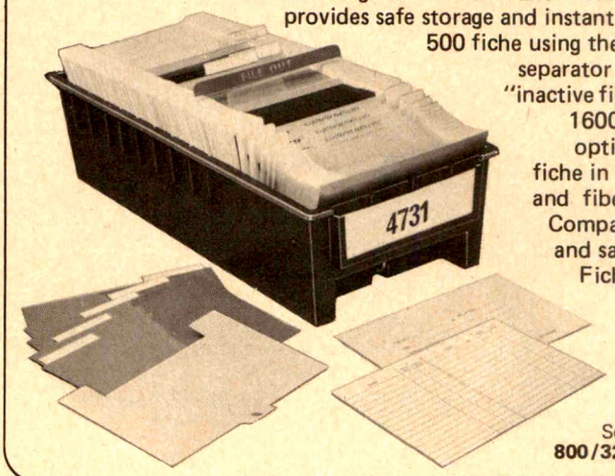

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brary Administrators. His program will be presented in a trio of sessions at the University of Wisconsin-Extension, Madison, June 2–6, Aug. 25–29, and Oct. 13–17.

Underlying the program is the assumption that many library administrators graduate from professional schools where there is little, if any, training in quantitative methodologies. The introductory-level workshops will discuss uses of empirical data, sampling techniques, data collection, and sophisticated statistical methods.

The workshops inaugurate a new library management training program. For information, write to Jim Nelson, University of Wisconsin-Extension, Communication Programs, 610 Langdon St., Madison, WI 53706.

Library Assistantships Available

Starting this fall, the Texas Woman's University Library is offering library assistantships for graduate students enrolled in the School of Library Science. Applicants may be at the master's or doctorate levels or in the sixth-year program.

For more information, write to Paula Dunn, Assistant Director of Libraries, Texas Woman's University, P.O. Box 23715, TWU Station, Denton, TX 76204.

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Preservation Corps to Train

Twelve librarians from throughout the country have been chosen for a four-week Institute on the Development and Administration of Programs for the Preservation of Library Materials at Columbia University July 10 to Aug. 4.

Directed by Susan Thompson of Columbia's library school, Pamela Darling of Columbia Libraries Preservation Department, and Paul Banks of Newberry Library in Chicago, the Institute will teach the experienced librarians how to plan, organize, and administer comprehensive preservation programs in their own libraries, public as well as academic. The program is funded by the U.S. Office of Education and will include field trips to libraries in New York, Washington, and New England.

Seminario Spotlights Hispanics

- Libraries should amass more materials on the Hispanic heritage;
- Regulations restricting bilingual materials in school libraries should be removed;
- The federal government should provide incentives for publishing multicultural, bilingual materials;
- Hispanics should be better trained in library use, and community information programs in Spanish should be developed.

These were some of the conclusions emerging from a recent *seminario* sponsored by the Graduate Library Institute for Spanish-speaking Americans at the University of Arizona Graduate Library School in Tucson. Some 100 Hispanic librarians and others attended the April 28-29 sessions to share ideas and prepare recommendations for regional and state pre-White House conferences.

The *seminario* featured position papers on library education and public school, special, and academic libraries.

Proceedings will be published; contact Arnulfo D. Trejo, University of Arizona GLS, Tucson, AZ 85721.

YOUNG PEOPLE

Science Books for Beginners

The Children's Book Council is distributing "Outstanding Science Trade Books for Children in 1977," an annotated bibliography of books for youngsters in grades kindergarten through six. The books were reviewed by eight educators appointed by the National Science Teachers Association in cooperation with the Children's Book Council. To get the 4-page list, send a self-addressed, stamped (24 cents) envelope to NSTA List, Children's Book Council, 67 Irving Pl., New York, NY 10003.

Monthly *Tube* Debuts

This fall will mark the debut of *Tube*, a new children's magazine about television. Published monthly during the school year by Doubleday and produced by Mad Hatter Press, the magazine will be geared toward children ages 9 through 12.

Cover from *Tube*

Tube promises to be "an entertaining and visually stimulating magazine that will . . . encourage kids to see and think of television in an active and discriminating way." A teacher's guide, *Inside the Tube*, suggests how to use TV in various curriculum areas.

Subscriptions are $4.25 from *Inside the Tube*, 207 E. 32nd St., New York, NY 10016.

"Sex and Youth" Is Topic Of Winter *Top of the News*

Eight articles by leading authors, sex educators, and librarians comprise *Sex and Youth: A Symposium,* edited by Audrey Eaglen and published in the winter issue of *Top of the News.* The essays stress the librarian's responsibility in meeting young people's sex information needs. They discuss ways to handle difficult attitudinal and political problems connected with sex education.

The highly-acclaimed symposium, which has been reprinted in a 52-page booklet, is available for $1.75 prepaid from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (0-8389-5541-X).

Sexuality Workshop

"Adolescent Sexuality and the Role of Youth Librarians" will be the subject of a workshop sponsored by the Department of Library Science of Villanova (Pa.) University Oct. 6. Designed for librarians, media specialists, and others working with teens, the workshop will discuss current information sources on adolescent sexuality, focusing on media and information services.

Endorsed by ALA's Young Adult Services Division, the workshop will feature Roger Mellott of Rocky Mountain Planned Parenthood as keynote speaker.

The registration fee is $22.50 for professionals and $12.50 for students. (Student registration is limited.) Send checks by Sept. 25 to Villanova University, Department of Library Science, Villanova, PA 19085, Attn. Ken Taylor.

Fat Albert Returns

The hazards of eating "junk food," the care of pets, and shoplifting are among topics in a new, second series of classroom films adapted from the CBS animated comedy series, "Fat Albert and the Cosby Kids." The films, which appeal to elementary school children through humor and animation, deal with values, human relations, communication, and decision-making.

Fat Albert

Comedian/educator Bill Cosby narrates each story and introduces the points to be learned. All films come with a guide summarizing the story and listing objectives and activities.

Sale prices range from $195 to $215; rental, from $20 to $25. Available from McGraw-Hill Films, Dept. 438, 1221 Ave. of the Americas, NYC, NY 10020.

Deaf youngsters got stories in sign language at the third annual "Storytelling Festival in the Park" on the lawn of the North Carolina state capitol during National Library Week. Signer Jo Chacto (shown) of Central North Carolina School for the Deaf was one of more than 100 storytelling librarians and library school students who entertained 11,000 children during the week. The festival was sponsored by the State Library of North Carolina.

SPECIAL SERVICES

Center Informs Disabled Persons

A newly established National Rehabilitation Information Center is collecting print and nonprint materials to provide mentally and physically disabled persons with rehabilitation information. Funded by a five-year Rehabilitation Services Administration grant, the Washington, D.C., center is a joint project of Catholic University of America's Graduate Department of Library Science and the Institute for Information Studies, Inc., a private, non-profit organization.

Striving to maximize use of existing information resources, the center will contain books, journals, RSA research reports, and rehabilitation conference proceedings. It will attempt to form an information network with other rehabilitation organizations.

San Francisco Opens Showcase Center for Handicapped

The San Francisco Public Library recently opened a communications center to develop programs for the blind, visually impaired, deaf, physically handicapped, and marginally literate. Headed by Roberto Esteves, the center is billed a "demonstration project," funded through local taxes, three federal programs, and donations from private organizations and corporations.

The center's staff includes a CETA employee proficient in sign language. This individual assists deaf library patrons and trains other library staffers in serving the hearing impaired.

With a teletypewriter-telephone (TTY) system, the center can communicate with various city agencies on behalf of deaf patrons. The center also can use a character generator to caption films and videotapes and produce an information program for the deaf for local cable television.

Large-print materials, a brailler, magnifying devices, and listening equipment are available for blind patrons at the center, which also houses the library's Talking Book service. The center distributes a monthly audiomagazine, *Bay Area Surroundings,* which highlights local items of interest to the blind.

Services to the marginally literate have not yet been developed.

Levers for Learning

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communicate with tutors and answer multiple choice questions with an invention developed recently by two Comprehensive Employment Training Act employees of the Washington Regional Library for the Blind and Physically Handicapped.

The manually operated visual response indicator (MOVRI) consists of levers labeled alphabetically and numerically in large type and braille. They activate color-coded lights, facilitating communication between tutor and disabled student.

The device is being used in the library's Audio Programed Learning Unit, which helps the handicapped successfully complete high school equivalency tests.

On-Demand Braille Printouts

A new braille printing device gives the visually impaired easy access to copies of books, periodicals, newspapers, bulletins, newsletters, and card catalogs. Developed by Triformation Systems, Inc., the device can be used by blind operators without assistance.

The system records printed materials in coded form on magnetic tape, which can be played back through a high-speed printer to produce braille copies of stored material at any time. The device is being used by the Oklahoma Library for the Blind and several educational centers for the visually impaired. For more information, contact Triformation Systems, Inc., 3132 S.E. Jay St., Stuart, FL 33494.

SELECTED RESOURCES

The Smithsonian Institution published the first volume of its new encyclopedic *Handbook of North American Indians* in April. Volume 8 of the series, *California*, is edited by Robert F. Heizer and written by 72 authors, mostly anthropologists. The 800-page handbook summarizes information on the prehistory and culture of all California-area tribes. It is heavily illustrated and well indexed. Other volumes will appear as they are ready; the *Northeast* is next.

The series is free to all U.S. government depository libraries. Others may purchase *California* for $13.50, stock number 047-000-00347-4, from the Superintendent of Documents, GPO, Washington, DC 20402. To be notified of subsequent volumes, ask to be placed on mailing list N-502.

Congressional "working papers"—hearings, committee prints, documents, reports, and special publications—are noted in the new CIS/Index User Handbook. Offered free to librarians by the Congressional Information Service, Inc., the 32-page illustrated guide tells librarians and researchers how to use the *CIS/Index* and *Abstracts*. Write to the Education Coordinator, CIS, 7101 Wisconsin Ave., Suite 900, Washington, DC 20014.

International translations announcement publications based in France, Luxembourg, and the Netherlands have merged into one common monthly, *World Transindex*. Aiming to improve dissemination of scientific and technological information, it will announce about 32,000 translations a year from Asiatic and Eastern European languages into western ones. *World Transindex* also will publicize translations from western languages into French. Annual subscription: $249, International Translations Centre, 101 Doelenstraat, Delft, The Netherlands.

The latest biennial edition of the *Handy Key to Your "National Geographics": Subject and Picture Locator, 13th edition, 1915-77* wears a new look. The index has been reset in a variety of type faces on a computer console, simplifying additions and improvements. $4.50 for a single copy, $4 each for two or more, postpaid from C. S. Underhill, Box 127, East Aurora, NY 14052.

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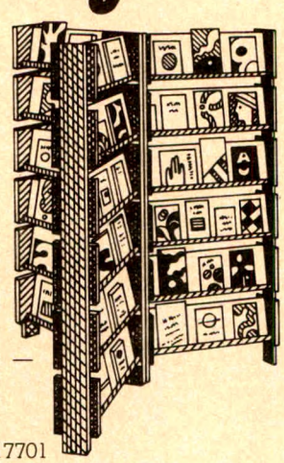

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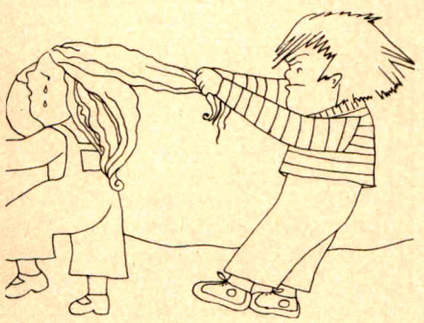
To make child-rearing easier and more satisfying, the Princeton Center for Infancy has corralled essential information on some 130 subjects into *Parents' Yellow Pages.* Edited by Frank Caplan, this "survival tool" was written in a problem-solving format, with a quick overview of each subject, alternate solutions, helpful national and community services, suggested reading, and other pertinent aides. Illustrated by 70 line drawings. $7.95, 0-385-12410-4, Anchor.



Needy students who want to finish college may learn how to fund their work in the second edition of *Don't Miss Out: The Ambitious Student's Guide to Scholarships and Loans.* ALA member and former reference librarian Karen Leider developed the booklet. 32 pages, $1.50 ($1 for libraries) 0-917760-05-0, 1977, Octameron Associates, POB 3437, Alexandria, VA 22302.

Data on 238,000 authors of every era appears in *Author Biographies Master Index,* the first exhaustive index of its kind, according to Gale Research Co. *ABMI* is a guide to 416,000 entries in nearly 150 English-language biographical dictionaries. In one A-Z sequence, minor authors and beginning illustrators are indexed with well known authors in every discipline. British and American writers predominate, but foreign writers also are included. 2 vols., $65 a set, 0-8103-1085-6.

Taking a correspondence course for business or pleasure can be easy with the *Guide to Independent Study Through Correspondence Instruction,* published recently by the National University Extension Association. The guide lists credit and noncredit courses offered by 68 institutions throughout the country. Courses at elementary through graduate levels are listed by subject. $2, NUEA, Book Order Dept., POB 2123, Princeton, NJ 08540.

All Broadway, off-Broadway, and significant off-off-Broadway shows of the 1976-1977 season are documented in volume 1 of *New York Theatre Annual,* published by Gale in April. Future volumes will be published each September following the end of the season in May.

For each play, editor Catharine R. Huges provides full production and cast listings, dates, a plot summary, extracts from major reviews, and at least one photograph. 212 pages, $20, 0-8103-0416-3.

More than 13,500 individuals are profiled in the second edition of *Who's Who Among Black Americans,* edited by William C. Matney. ALA named the first edition an outstanding reference book in 1976. $49.95 (library discount 20 percent), Who's Who Among Black Americans, Inc., 3202 Doolittle Drive, Northbrook, IL 60062.

Virginia White, author of *Grants: How to Find Out About Them and What to Do Next,* is editor of the new *Grants Magazine: The Journal of Sponsored Research and Other Programs.* A broadly based, interdisciplinary quarterly, it discusses issues affecting both public and private philanthropy. The magazine aims at grantseekers and grantmakers. First subscription $45 per year, Plenum Publishing Co., 227 W. 17th St., NYC 10011.

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UPDATE: LIBRARYLAND

Small library management. Drexel University will sponsor a workshop on management of the small library in Philadelphia July 17-20. Topics will include management by objectives, measurements of performance, budget techniques, and library activity charting. Registration deadline is June 15; $210; contact Continuing Professional Education, Drexel University, 32nd and Chestnut Sts., Philadelphia, PA 19104.

Newspaper preservation. The National Endowment for the Humanities Division of Research Grants plans to establish a national newspaper bibliographic and preservation program. NEH will award grants for feasibility studies and state planning conferences and also will match funds, probably on a 50-50 basis, for newspaper bibliographic control and microfilming. Program guidelines will be announced in a few months.

Long-range planning. With a $23,180 Connecticut Library Foundation grant, the New England Library Board is conducting a one-year study and preparing a long-range plan to develop library services in Connecticut. Both are intended to foster state and regional cooperation and to project Connecticut's role in a national library network. Making up the New England Library Board are the heads of the six New England state libraries and a panel of counselors representing many types of libraries, five regional organizations, and the general public.

Asian dance. New York's Library of the Performing Arts at Lincoln Center recently opened a new Asian Dance Archive. Documenting the dance forms of the East with more than 7,000 videotapes, books, manuscripts, and artifacts, the archive also contains rare photographs and artwork. It was funded through project grants totaling $48,000.

Humanists-in-residence. The National Endowment for the Humanities has awarded $119,000 to the Indiana Library Association and the Indiana Library Trustee Association for a 2½-year project to improve public library services in the humanities. The first phase begins this summer, when humanists-in-residence will be placed in six Indiana libraries to establish local history programs, evaluate library collections, and develop specific public programs.

New standard. Announced in *Standards Action* of the American National Standards Institute, April 7:

Romanization of Yiddish, **BSR Z39.38.** Presents three systems of transliteration for Yiddish. The general-purpose Romanization is intended for use by scholars and others where reconversion is not necessary. The narrow transliteration is intended for scholarly use and is reversible; it can be used where pronunciation is doubtful or unknown. The key-punch-compatible transliteration is for the storage of texts; it is also suitable for bibliographic records and alphabetical interfiling with Hebrew-character material.

Order from: Standards Committee Z39, Attn: Deborah Bodner, School of Library Science, Manning Hall, University of North Carolina, Chapel Hill, NC 27514.

Single copies are free.

Computer research. Several Drexel University professors are developing an automated system to help users search computer-based bibliographic files. The system will detect human errors and suggest new search approaches. It will use a small intermediary computer as a monitor, connecting the user's terminal to a large, remotely located search computer. The principal investigator is Charles Meadow, Drexel GSLS, Philadelphia, PA 19104.

OCLC drops surcharge. The OCLC Board of Trustees recently voted to abolish its 20-percent surcharge on for-profit users' fees. Henceforth, the same fees will apply to all institutions. Legal advice and recent Internal Revenue Service rulings prompted the OCLC decision.

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MEDIA MINDED by Deirdre Boyle

Getting It Together: Video Information and Librarians

One of the many stumbling blocks to video inclusion in libraries has been the difficulty in securing information about tapes and programs. Some media librarians have remedied the situation by plugging into video exchange networks like the Satellite Video Exchange or by hooking up with local video groups. Two examples of the latter are New York's Chatauqua-Cattargus Library System, which works closely with Survival Arts Video, and the Mid-Hudson Library System, which hired a consultant from the video co-op Media Bus.

VCCS Video Program

A prime avenue of assistance for library video proponents is the Video and Cable Communications Section (VCCS) of the Library and Information Technology Association (LITA, formerly known as ISAD). VCCS will sponsor a program called "Video/Update 78" at ALA's annual conference Sunday, June 25, from 10 a.m. to noon. Public, school, academic, and special librarians will discuss how video is being used in their institutions and describe their own successful programs. The meeting is cosponsored by the Video Committee of the American Association of School Librarians (AASL).

VCCS also is hosting an informal video showcase at 8 p.m. June 25, 26, and 27. Flyers announcing the suite location and tape programs will be available at the conference. Viewing sessions, which will feature tapes made by librarians, will offer media specialists excellent opportunities to meet one another and exchange information.

Chicorel Video Index

No single source for locating video recordings existed until recently, when *Chicorel's Index to Video Tapes and Cassettes* was published (Chicorel Library Publishing Corp., 1978, $66). Since the index is the first of its kind, the publishers should be applauded for their initiative. Unfortunately, the index has many limitations.

The index annotates 4,002 video tapes and cassettes, arranged alphabetically by title. Annotations include title, producer, distributor, release date, specs, sale/rental and content information, age level, and subject heading notes. The index also features an address list of distributors and tape indexes organized by producer's name and subject.

The introduction explains that the index is "intended to be used only as a starting point. They [video recordings] should be regarded as a compilation of available resources and are not endorsements of quality . . . The annotations are abstracted from descriptions in nonprint catalogs, program notes, news articles, and summaries written by others."

Just what is meant by "available resources" is unclear. For example, the index includes only a small percentage of tapes distributed by Electronic Arts Intermix (EAI), one of the major U.S. distributors of independently produced video.

Marianne Cocchini, EAI's administrative director, told *Media Minded* that to the best of her knowledge, Chicorel never contacted her firm for information about tapes and never requested a catalog. She observed that some entries in the Chicorel index appear to have been taken from cataloging she had done as chief indexer for New York Public Library's Donnell Library video collection. Cocchini speculated the index is based on cataloged public library video holdings rather than on information from video distributors.

An index of tapes included in public library collections is legitimate and valuable. But it does not provide a guide to "available resources."*

Errors Abound

The book also contains many omissions, spelling and indexing errors, and inconsistencies. For example:

- Cara DeVito's tape *Anna L'Uomo Tuo* (Always Love Your Man) lists no distributor. It does not appear under DeVito's name in the producer's list. Another DeVito tape is listed, but its coproducer's name has been omitted.
- In the main entry for *Giving Birth: Four Portraits*, producer John Reilly's name is spelled wrong. The names of the producers are listed incorrectly, and their tape is not indexed under the appropriate subject heading, "childbirth."
- Video Verlite is listed as the distributor of *The Police Tapes*, by Susan and Alan Raymond. The distributor's

*(Ed. note: Given a chance to respond, Marietta Chicorel, president of Chicorel Library Publishing Corp., told *AL* "not one public library was involved" in compiling material for the index. She said all the information was supplied by distributors and written material such as news stories. Chicorel said she is certain her firm has an EAI catalog. She speculated it may have been ordered from someone other than Cocchini.)

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correct name is Video Verite. The company name appears with no address in the distributors list.

- Downtown Community TV is listed as a distributor but not as a producer. This co-op has produced a number of acclaimed documentaries.
- *Abortion—It Happens To Us* is listed without a producer credit. Distributed by Video Tape Network, it is a video copy of the 16mm film, *It Happens to Us*, by Amalie Rothschild. Video Tape Network's catalog does not credit Rothschild as the producer, explain why the video copy's title differs from the film's, or indicate the tape is a copy of a film.

Improvement Suggestions

Since access to nonprint information must be obtained through distributors, indexes such as Chicorel's must provide accurate and complete lists of distributors and their addresses. Tapes like *Ama l'Uomo Tuo* are not accessible if the information is incorrect or omitted.

Nonprint media indexes and catalogs also should name the creator of each work.

Avoiding this can lead to abuse and misrepresentation of media titles. Most nontheatrical films and videotapes are known by their makers' names. Librarians should demand full information from distributors.

It is imperative that distributors indicate the original format of a work—film, video, etc. This will avoid confusion and misleading claims.

Librarians require more accurate, comprehensive, and timely listings than the Chicorel index provides. Save your $66. Perhaps Chicorel will "get it together" in its next edition. Video librarians certainly need help. □

BIBLIOGRAPHY

Libros en Espanol: *An Annotated List of Children's Books in Spanish* is a revision of a booklet published by the New York Public Library in 1971. It lists books by age group and subject and adds a section on recordings. Annotations are in Spanish and English.

The 72-page bibliography is available gratis at NYPL's eight South Bronx Project libraries. It may be ordered from the Office of Children's Services, NYPL, New York, N.Y. 10016. Send check for $2.50 per copy payable to NYPL, or ask about special rates for orders of 11 or more.

Poland Past and Present: *A Select Bibliography of Works in English* grew out of author Norman Davies's pains "in trying to teach Polish history with no proper reading guide." Directed at history students and scholars unfamiliar with the Polish language, this British professor's book contains nearly 1,800 items on Polish culture, law, economy, and international relations. 220 pages, hardcover, $13, 0-89250-010-7; paper, $4.95, 0-89250-011-5; Oriental Research Partners, POB 158, Newtonville, MA 02160. (Add 75 cents postage.)

During the past 130 years, the *American Annals of the Deaf* and *The Volta Review* have chronicled the growth of educational, vocational, and personal opportunities for hearing-impaired people. In response to increasing demand for information on deafness, the first *Bibliography on Deafness* was published in 1966, covering articles printed in the two journals through 1965. A supplement was published in 1972.

Editor George W. Fellendorf now has reorganized the early bibliographies by listing items under each category with the oldest entry first. His revised version combines the two previous works and updates the listings through 1976. 272 pages, $10, 0-88200-111-6, The Alexander Graham Bell Association for the Deaf, Inc., 3417 Volta Place, N.W., Washington, DC 20007.

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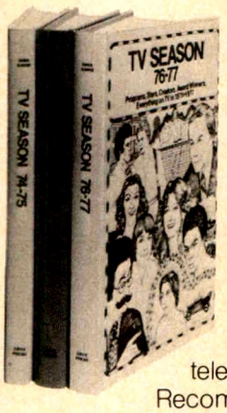

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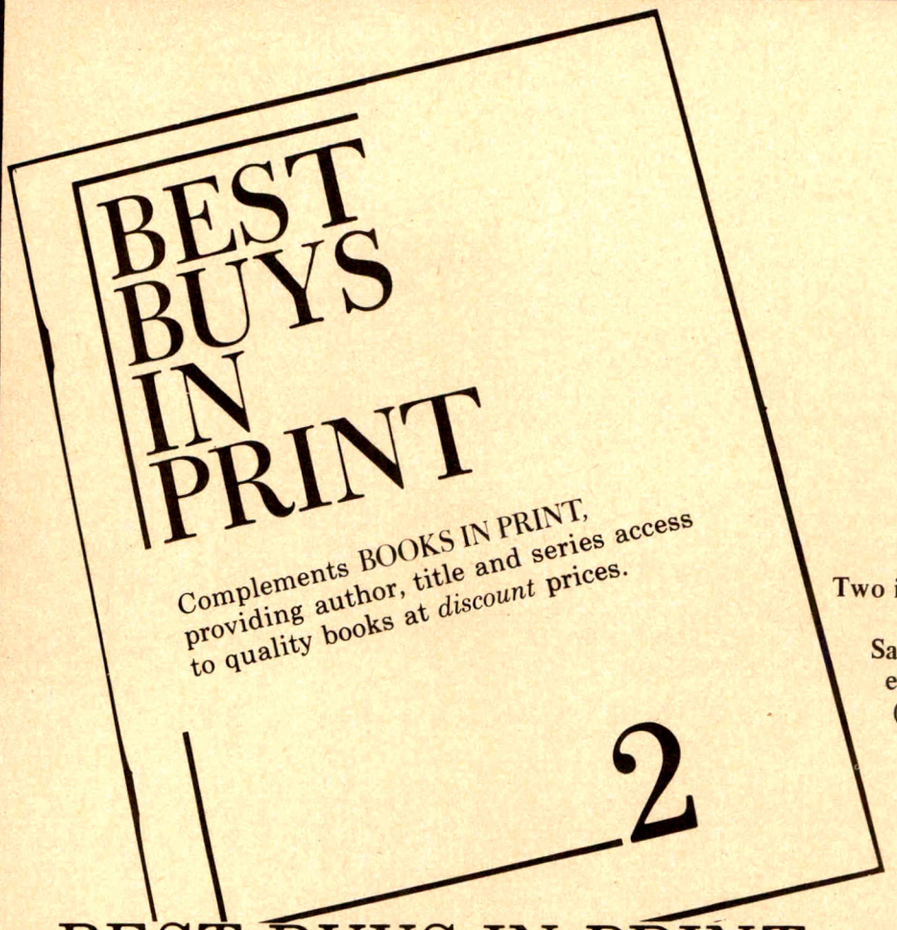

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LIBRARY PERSONNEL

Appointments

ELEANOR BEST. Recently Best became catalog librarian and assistant professor at Northeastern Illinois University in Chicago.

TED THAXTON CAMPBELL. Formerly head of the Service for the Handicapped at the Mississippi State Library Commission, Campbell is the new director of Ector County Library, Odessa, Tex.

SALLY A. DAVIS. June 5, Davis will become library school librarian at the University of Wisconsin/Madison. She formerly directed the school libraries of Oconomowoc, Wis.

ROBERT A. DRESCHER. The new assistant director of the Illinois Valley Library System, Drescher was formerly network development consultant for the Suburban Library System, Burr Ridge, Ill.

DALE IRWIN. The Mississauga (Miss.) Library System has appointed Irwin assistant head of technical services. A system employee since 1972, she most recently was a cataloger.

DONALD W. KOEPP. Arizona State University Librarian Koepp will become Princeton University librarian in August. He was formerly assistant university librarian for public services at the University of California/Berkeley.

ANNE E. SIMON. Formerly children's librarian at Troy (N.Y.) Public Library, Simon is now children's services consultant at the Ramapo Catskill Library System in Middletown, N.Y.

Awards

AUGUSTA BAKER. June 4, Baker will receive an honorary doctor of letters degree from St. John's University (N.Y.) The former coordinator of children's services for the New York Public Library, she is nationally recognized as a storyteller and expert in children's literature.

MAXINE STEVENSON. Director of learning resources for Alton (Ill.) Community School District 11, Stevenson recently received the 1978 Illinois Association for Media in Education Honor Award. She was cited for her outstanding contribution to librarianship and her work with media centers.

Retirement

EDWARD CONNERY LATHEM. After 25 years of library administration at Dartmouth College, Lathem retires as librarian and dean of the libraries June 30. Named Woodward Fellow, he will expand his editorial and scholarly activities at Dartmouth after a year's sabbatical. The Woodward Fellowship honors Dartmouth's first librarian.

Death

LEILA DOYLE. After a short illness, Doyle died April 6 at age 66. A former ALA councilor, she became director of library resources for the Indiana Vocational Technical Center after serving as district library consultant for the Gary (Ind.) Public Schools.

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PUBLICATION FOR SALE; International Directory: organizations in educational administration, 106 pages, $4 to accompany order; University of Iowa, mail to Director Project, 210 LCM, University of Iowa, Iowa City, IA 52242.

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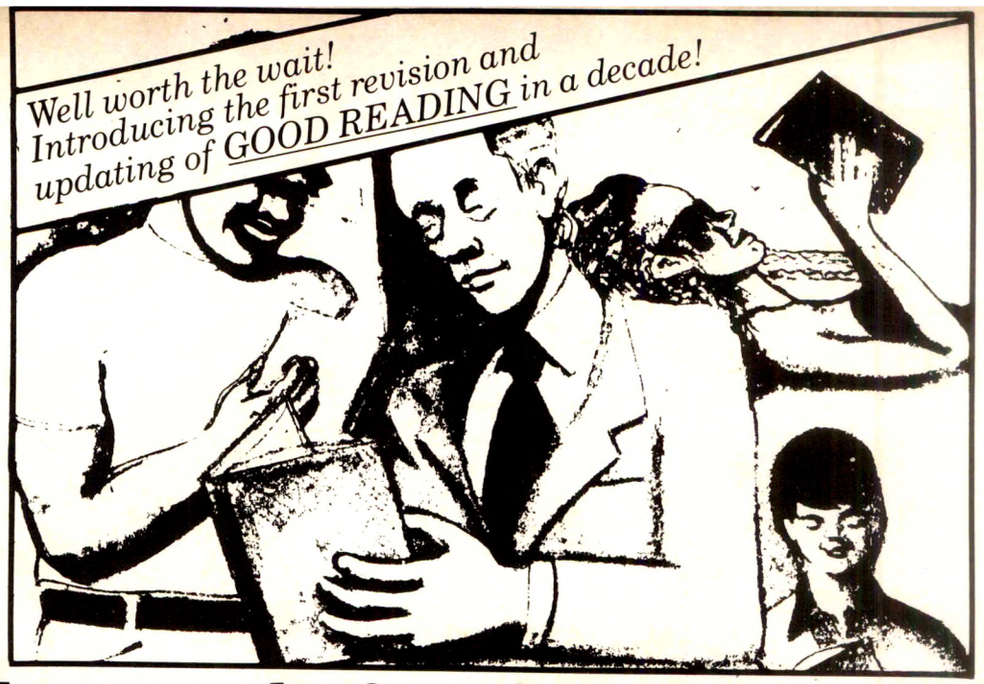

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- The Novel: 19th-Century Continental...20th-Century Continental...19th-Century British...20th-Century British...19th-Century American...20th-Century American (1900–1945 and 1945–Present)
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- Essays, Letters, Criticism, Magazines

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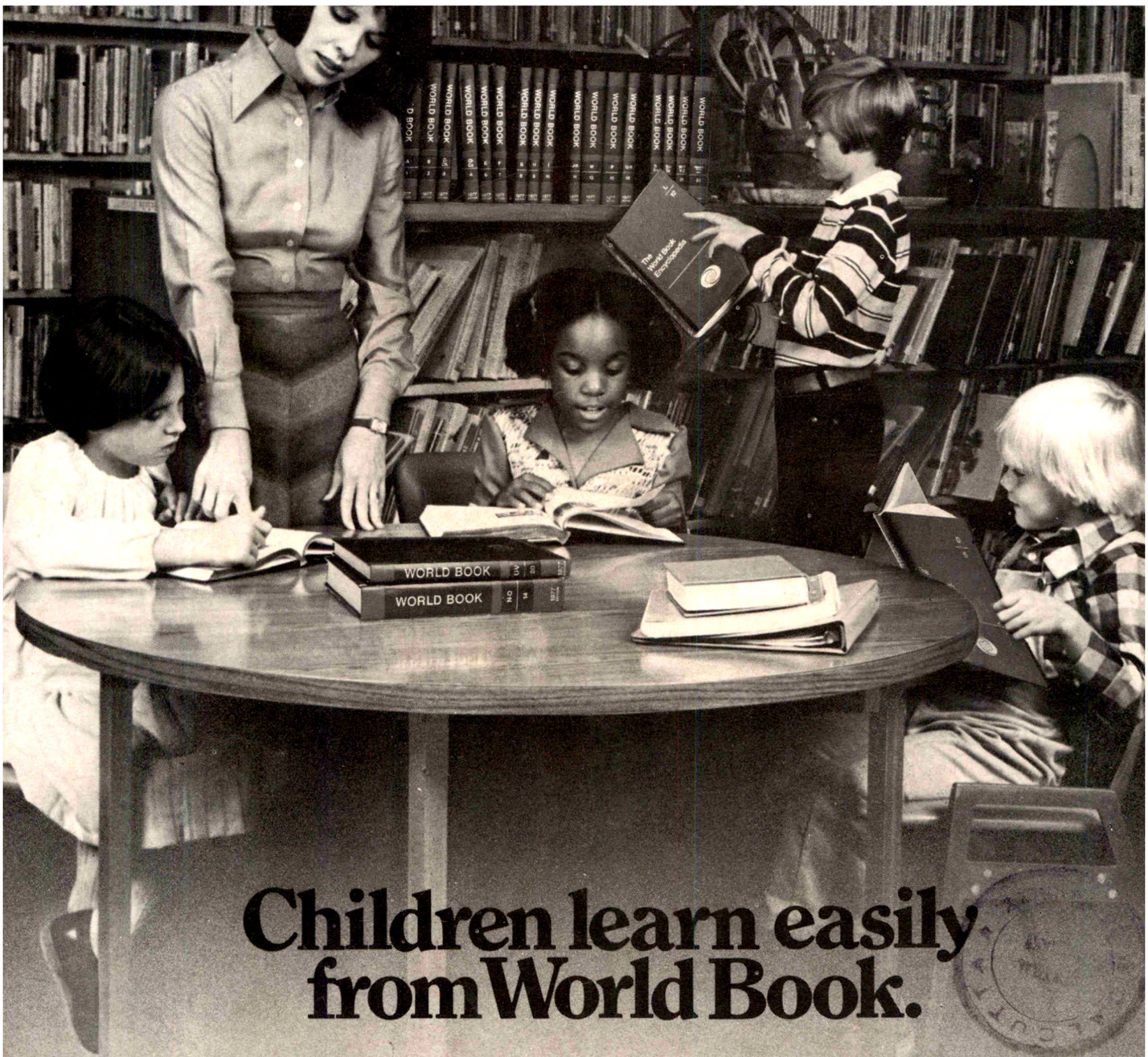

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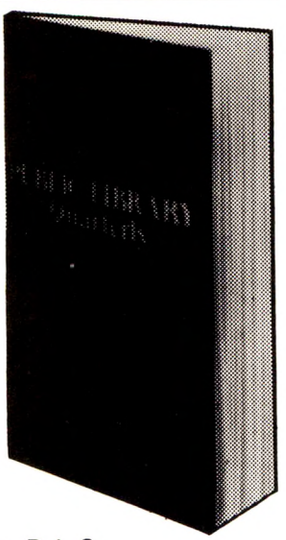

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VOL. 9, NO 7 JULY/AUGUST 1978

WHAT MAKES US RUN?

402 IN THE NEWS/ "A Run for Their Money." Complete background and updates on tax-revolting developments in the western library world. On-site reports from California by the editor and stringers Marda Woodbury and Margaret Cool; ALA Conference action on Prop. 13.

416 ELECTION RESULTS/ "Running for Office." Tallies of all contests in the 1978 ALA annual elections. New President-elect Tom Galvin previews his 1979/80 priorities and calls for nominations to committee posts.

426 ANNUAL CONFERENCE REPORT/ "Running to—and from—Illinois." No sooner did 11,700 conferees get to Chicago than their representatives voted to flee it next Midwinter—and talked about moving ALA Headquarters to a state favoring the E.R.A.

Will Goodwin

"Running *to* Illinois" is the overall title of seven "Conference-Goer Profiles" within the conference report. Who are the people paying their own way or making personal sacrifices to attend the annual meeting? Who are the young librarians seeking jobs? Among those interviewed by *AL* were Jo Ann Howlett and Carol Knoth, above, as they shared a ride to the Placement Center. Howlett was paying her own expenses from Madison, Wisc., hoping to make the big leap from library assistant to professional now that she has her degree. Knoth had a pharmacy degree, became a librarian, then a pharmacist in Washington, D.C. "Now I've had a chance to compare the two careers," she said, "and I want librarianship. The only good thing about being a pharmacist was that my ALA membership cost less."

400 PAGE ONE/ Good news for school libraries in Boston and Alabama; Chicago Public Library Commissioner named; another staff goes union.

410 ACRL CONFERENCE/ Announcing the first national conference of the Association of College and Research Libraries, "New Horizons for Academic Librarians," Nov. 9–11 in Boston. Information and registration.

413 ACTION EXCHANGE/ Having first brought to light a shady ILL deal out of Mexico, *Action Exchange* now hears from some of the victims.

412 COMMENTARY **417** LEADS

414 DATEBOOK **437** THE SOURCE

Cover: At a Ft. Worth Rodeo for Texas Library Association conferees recently, librarians ran at the opportunity to chase a calf, but were less successful than they are at running their libraries. As regional writer June R. Welch told them at a luncheon: "The librarian in a Texas town is chief among those who move civilization forward." ALAers headed for the 1979 Conference in Dallas will run into that high spirit. (Staff photo by A.P.)

PAGE ONE

MIDWINTER MEETING MOVES TO WASHINGTON, D.C., JAN. 5-12. To implement the Council's decision to move ALA's 1979 Midwinter Meeting out of Chicago to a site favoring the E.R.A., Conference Manager Chris Hoy found adequate meeting and sleeping space in Washington for Jan. 5-12. As at Midwinter 1977, the Sheraton-Park will provide contiguous rooms for exhibits, placement, and ALA offices. Shuttle bus service will be provided to the Shoreham Americana and the Washington Hilton. Congress will not be in session.

The staff estimates the move will cost about $35,000 more than the meeting originally set for Chicago Jan. 21-27, but hopes to reduce that figure. New program schedules will be released about Sept. 1. See AL's October issue for registration information.

CENSORS LOSE CHELSEA CASE. U.S. District Judge Joseph L. Tauro ruled July 5 that the poetry anthology Male and Female Under 18 may be circulated according to "usual library procedures" at Boston's Chelsea High School, where librarian Sonja Coleman had been up against the school's governing committee (AL, Oct. 1977, p. 472). With the help of the Freedom to Read Foundation, a Defense Committee of Chelsea and the Mass. Library Assn. won their class action suit on behalf of the students. In ruling that the anthology of young people's poetry be made available to all students, Tauro generalized that school officials removing a book must demonstrate "some substantial and legitimate government interest." The school committee's objection to one poem in the anthology served no such interest, he said, adding that "the prospect of successive school committees 'sanitizing' the school library of views divergent from their own is alarming."

LAYPEOPLE WIN STATE AID FOR SCHOOL LIBRARIES. Herman Moore of Title Books and Lelton Pittman of Grolier Educational Corp. led a spring campaign in Alabama to win designated state funding for school library materials. Two minutes before sine die adjournment April 24, the legislature voted $5 per student for elementary, secondary, technical school, and junior college library materials.

SOME 500 LIBRARY WORKERS ON STRIKE in Philadelphia forced the Free Library to close its 60 buildings to the public while another 400 or so crossed picket lines to keep up with deskwork. As part of the nonuniformed municipal worker's strike paralyzing the city, the library's union members and sympathizers walked out at noon July 14. Strikers wanted assurances that police raises and other city costs would not result in layoffs. FLP Director Keith Doms, barred from his office by picketers the first few days, thought the backlogs would be manageable in a short strike, but was most depressed by the abrupt halt of FLP's fine public services.

PROP. 13 THREAT TIPS UNION VOTE IN PORTLAND. Staff members of the Portland-Multnomah County Library in Oregon voted 137-121 June 8 in favor of unionization, reported union organizer Mike Donovan, social sciences librarian. Donovan believes the vote was influenced by imminent Prop. 13-style legislation in Oregon on top of staff dissatisfactions over policy input and salaries. The new union will represent staff "from department heads to pages or vice versa." Said Donovan: "We're thrilled as hell."

CONTRARY TO A FLAMING RUMOR after ALA Conference that the University of California had awarded its influential tech processing contract to the University of Toronto Automation Systems (UTLAS), U. Cal. had not, in fact, made any such decision by mid-July. The delicate evaluations were expected to go on through August, said a member of the U. Cal. Systemwide Administrative staff.

NEW APPOINTMENTS. Donald J. Sager, 40-year-old director of the Columbus and Franklin County (Ohio) PL, beat out several good candidates for the $45,000 post of commissioner, Chicago PL. A high achiever in each of the four public libraries he's directed in his 15-year career, Sager is also an educator and an active ALAer. He starts Sept. 5.

Two major university appointments were announced in mid-July. Robert C. Miller, director of libraries at the Univ. of Missouri/St. Louis, becomes librarian of Notre Dame Oct. 1. Hendrik Edelman, assistant director of Cornell Univ. Libraries since 1970, will head the Rutgers Univ. library system beginning Jan. 1.

On July 24, James F. Beasley became director of the Central Colorado Library System. He had been an associate director at the Illinois State Library.

AN 11TH-HOUR ACTION will keep Berkeley, Calif., branch libraries open for one more year. Prop. 13 had closed them, but the City Council squeezed $182,000 from a new tax package for a reduced (40 hours/week) but welcome opening.

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A Run for Their Money

Librarians Pick Up the Pieces After Proposition 13; Seek Alternative Funding in Face of "Tax Revolt"

I.

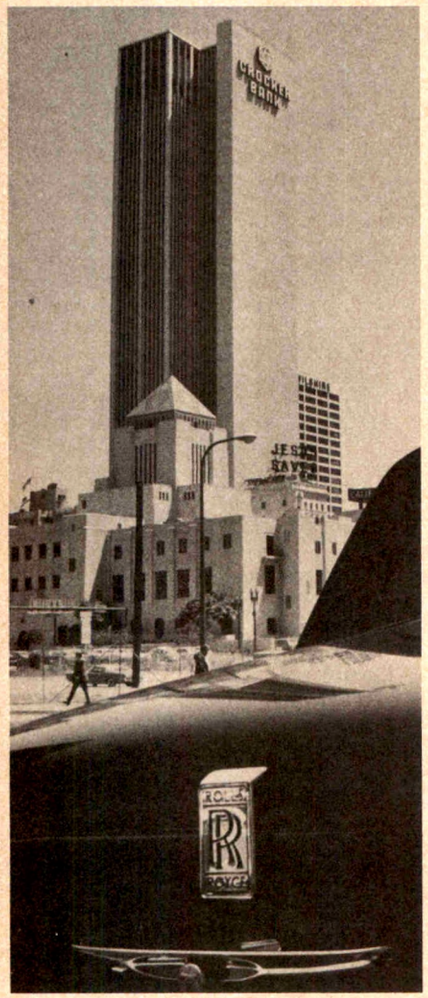
The news, on June 6, that California's Proposition 13 had passed by 2 to 1, was a concussive jolt felt 'round the library world. In the aftermath, however, librarians wishing to assess the full damage can find little more than news shrapnel and vaporous rumors on the present state of California library services. Reports continue to flow from local districts and the state capital with new or revised figures and perspectives, rendering previous reports all but obsolete.

To capture the early perspective as well as fixed conditions behind the changing news, American Libraries publishes this "first report."

Prop. 13, the Jarvis-Gann Initiative, rolls back property tax to 1% of assessed valuation and holds yearly increases to 2%, thereby depriving local governments of some $7 billion a year in revenues. Most observers believe the initiative will pass its court challenges quickly.

California libraries are only one of many early victims of the nation's "tax revolt," but the extent of their losses is overwhelmingly significant to the library world.

American Libraries Editor Art Plotnik looked at the Los Angeles scene in mid-June. Special correspondents report from elsewhere in the state, and updates are appended.



California contrasts. Sandwiched between a booming high-rise bank and a Rolls Royce parked by the new Bonadventure Hotel is the 52-year-old central building of the hard-pressed Los Angeles PL.

LOS ANGELES—The city is a war zone. Behind bunkers of sentiment and statistics, every tax-supported agency is gunning for the few remaining dollars in City Hall, while airborne lobbyists descend on Sacramento in a desperate scramble for the state's $5.8 billion surplus.

On the third floor of the Los Angeles Public Library (LAPL) Central Building, the library generals are working double shifts as they have done for three months, merely to hold a position Director Wyman Jones describes as "miraculous"; namely, a budget cut of only 15–20%.

Considering May predictions of damage to libraries and other city services throughout the state, Los Angeles does look blessed. Budget reductions of 60% and up are forecast for neighboring counties. A few libraries faced 100% cutoffs.

LAPL's relatively good position, however, is as tenuous as the Maginot Line; not even the thick stucco of the Alamo-style Central Library can keep out the incessant ringing of the phone, the stream of TWX communications from Sacramento, drone of Council Finance Committee hearings live from City Hall, the anger of the library's eleven unions, and the general frustration of the staff—many of whom fear for their livelihood, if not this year, the next.

The news from the front is grim. It is known that state priorities are for public schools, county government, and city government, with little interest thus far in direct aid to libraries. Locally, police, fire departments, hospitals, courts, and even airport workers are lobbing heavy artillery on the city council and Los Angeles citizens. LAPL can do little except prepare contingency budgets—and it has already done six, each as fat as a phone book. To get its least damaging budget approved, the library will use what statistical and philosophical weapons it can muster—with the help of friends groups and that best of all allies, "spontaneous citizen support."

Fighting Back

In the director's office at LAPL, a report of citizen action comes over the phone. It breaks a long spell of unrelieved bad news. Some 50 angry citizens are picketing in front of the Pacoima Branch in San Fernando Valley. Their signs, in English and Spanish, proclaim: GIVE ME LIBRARIES OR GIVE ME DEATH; SAVE OUR KIDS; PROP. 13 MEANS MINORITY PERSECUTION. The branch, which serves more than 50% Spanish-speaking residents, is scheduled to lose 1.5 of its 3 professionals, one of whom is a bilingual children's librarian, painstakingly recruited and hired just a day before Prop. 13 was passed. As one of those with least seniority, Angelica Gracia will be among the first to go if the City Council budget mandates layoffs.

"Not only that," says Branch Librarian John Holleman, "but we had such wonderful summer programs lined up for the children: bus trips to the Hollywood Bowl, the Ice Capades, a Star Wars Summer Reading theme. . . . Now, no more programming. No more outreach to the nine area schools we've been involved with."

Such services, of course, are what some taxpayers had in mind when they passed Prop. 13. Recreational trips, they feel, are the province of the parent, and an inappropriate, excessive use of public funds by the library.

The LAPL Librarians' Guild, which voted June 18 not to accept salary cuts in lieu of layoffs, agreed that citizens had the right to lop off services they no longer wanted; but they have no right to lower fair compensation for professional work. Cuts in salaries and benefits, the guild believes, would be especially intolerable in view of increased workloads on remaining staff.

Other city unions are taking the same, traditional stance, which means that the most recently hired will be laid off. Many of those recent hirees were recruited under programs to employ and serve minorities.

The guild and other library unions, however, are working just as hard (on personal time) to keep the city from withholding the library's rightful share of revenue crumbs as they are to preserve their own status within the library.

LAPL's chief citizen group, the Los Angeles Library Association, has sent letters to 35 friends groups asking them to support "equitable treatment" of libraries when the pie is sliced.

Wyman Jones notes happily that almost as many citizens are writing to city hall about library service as about L.A. police, who ran an advertising campaign.

The library's best statistical lever so far is a poll taken by local media showing that only 17% of Jarvis supporters considered libraries on the acceptable cut list, as compared to 21% for public transportation, 18% schools, 33% parks, museums, and recreation, and 69% for the overwhelming cut favorite, welfare. Only 4% answered police, and 1%, fire.

Even though 83% would prefer not to cut library services, there is no way such services can escape the axe in communities where property tax was king.

Ironically, the wealth of each community has nothing to do with the proportion of support drawn from property tax—and thus how badly the community will be hit by Prop. 13. Beverly Hills is one of those communities slammed hardest. So is affluent Redondo Beach, where the librarian will be demoted to head of reference and the rest of the professional staff will be fired, leaving the library with a staff of pages performing one service: circulation. Palos Verdes, one of the richest and most library-conscious communities in the West, faces a 60% budget cut. The City of Torrance, however, draws most of its library support from industry and sales taxes. It is considering only a 10-17% reduction in its library budget.

Goodbye CETA

One of the many side effects of large staff cuts will be massive layoffs of CETA employees. In order to acquire CETA funds for library workers, there must be what is called a "maintenance of local effort" to employ full-time permanent employees. For example, if LAPL cuts 250 regulars, another 71 CETA people would have to be let go.

Another adverse spinoff is that unless libraries can maintain healthy amounts of their local budgets, they lose certain federal grants depending on matching funds. The situation lends urgency to the work of the California State Library and California Library Association Government Relations Committee in Sacramento. The committee and library have developed a proposal for state surplus to subsidize local public library services up to 85% of 1977/78 budgets. This amount, it says, would maintain such basic library services as free loans, free reference, and acquisition of current serials.

Fees Opposed

"I am unalterably opposed to fees for registration, loans, and reference assistance," says State Librarian Ethel Crockett in the wake of Prop. 13. "Everyone has the right, and even more, the responsibility, to be informed and educated according to his/her needs." She is backed by the Dept. of Education's legal counsel, who says that libraries may not charge fees for basic services to those who pay taxes for library support.

Several libraries, however, are gearing up to charge fees for services now considered frills. One library is reported to be initiating the "turnstile" approach of charging small entrance fees. The Los Angeles County Library is contemplating a $5 fee for library cards, which, among other ill effects, would break up reciprocal agreements between L.A. and other counties.

The State Library is keeping localities informed through a publication called "Information 13 Newsletter," edited by Collin Clark.

Manuel Vacca

"Give Me Libraries or Give Me Death" proclaimed one sign (not shown) as protestors picketed at Pacoima Branch of Los Angeles Public. The branch, which serves many Spanish-speaking patrons, could lose half of its professional staff in cutbacks.

Pandemonium

A few citizens using LAPL during a weekday afternoon seemed puzzled when asked if they would suffer from service cutbacks. Everyone is confused, and everything is up in the air. The $43-million appropriation LAPL won recently for a renovated central library after nine years' struggle has been crossed off the city's list. Alternate funding must be developed. School libraries and city-supported community college libraries are just as confused waiting to see where the axes will fall.

On June 20, L.A. City Council ruled there will be no pay raises next year for city employees, and some councilors predicted illegal strikes by municipal unions. State-supported libraries, too, are affected by a hiring freeze decreed by Gov. Jerry Brown in response to the revenue crisis.

Each day, *The Los Angeles Times* devotes two or three pages of coverage to Prop. 13, but the flood of babble seems only to add to the confusion and hysteria.

No one knows how massive the social and economic dislocation will be if a projected 400,000 workers are actually laid off in California. Even if most remain employed, there will be little for them to do without program funds—except to twiddle their thumbs in a colossal mockery of Jarvis's plan to trim government fat. It is only certain that cultural and educational services will be outmuscled by fire, police, hospital, streets and traffic, and other "essential" services in the grab for the last dollars.

In his film *Annie Hall*, Woody Allen observed that California's sole cultural advantage was allowing its citizens to turn right on red lights. Was he exaggerating—or did he somehow foresee that the people of the nation's wealthiest state, choosing between libraries and traffic signals, would turn out the lights in the repositories of human knowledge?

—*A.P.*

UPDATE, LOS ANGELES—The L.A. City Council has ordered that there will be no layoffs at LAPL, but that salary reductions of 10% should be achieved by attrition—"an impossible figure," according to library administrators. With $70 million coming into the city from the state surplus, LAPL's overall cut will come to an estimated 10%, rather than the 15-20% predicted earlier.

Richard Bermack

Laid off. Alameda County Library system's closing June 23 idled these seven Dublin Branch employees and their 10 coworkers; included in the layoff was Branch Head Virginia Bennett, who has 26 years' experience in the Alameda system.

II.

American Libraries assigned Marda L. Woodbury to write this report on conditions in northern California, where she survives the hostile employment climate on part-time library work and freelance writing. A Columbia library school graduate, she has 20 years' library/information experience and has written four books.

BERKELEY—Now that the debris of Prop. 13 is clearing, it seems that libraries are still alive, if not well, in northern California, though many individual libraries and some systems may not recover.

With an infusion of special district money and increased city taxes, most city and county systems will make it until next year—another year of decision—when fewer funds will be available from that bottomless elixir, our state budget surplus. But libraries at state, county, city, school district, public college, and university levels will be affected by the austerity syndrome following Jarvis-Gann.

Public library patrons in particular can expect crowded libraries, fewer branches, shorter hours (moving toward half-time or single-shift service), lower book budgets, higher fines, and an increased schedule of fee services. In many cases, they can expect substantial cuts in children's, outreach, film circulation programs, interlibrary loan, telephone reference—and sometimes, elimination of all reference services.

Even those libraries getting by with relatively few layoffs will certainly not be hiring during the foreseeable future. An already bleak employment picture offers few possibilities to librarians laid off thanks to Jarvis-Gann. As songwriter Malvina Reynolds puts it: "*You think you feel low? There's a bottom below.*"

No one denies that property taxes were outrageous in California and brought homeowners few visible benefits. Their taxes have gone, increasingly, to local programs mandated by state and federal agencies, to law and justice (courts, police, and sheriff's departments), and to welfare.

Libraries were not the target of Jarvis-Gann supporters, who called predictions of library closures "scare tactics." But as optional (nonmandated) services supported primarily by property taxes, libraries were particularly vulnerable. They are casualties of the tax structure, and, possibly, of their own lack of foresight and initiative. They were saved—for the time—by public support, increased city taxes, local politicians, the state legislature, and their own persistent efforts to present the case for libraries to legislators, supervisors, and city councilors.

Ironies

Jarvis-Gann, taking effect July 1, allowed only three weeks for adjustments and decisions and provided absolutely no procedures, priorities, or criteria for making necessary cuts. Ironically, such power as there was—the power to distribute a fluctuating stopgap state surplus—was concentrated in the hands of state legislators, the very group with which the public was most unhappy. From June 6–23, legislators, especially the Prop. 13 Committee, worked 15-hour days trying simultaneously to trim the state budget, establish priorities and policies for the state surplus, and carry on some semblance of business as usual. A stream of visitors including library advocates lobbied individuals and the Prop. 13 Committee.

Local jurisdictions now had to set budgets for FY 1978–79 without knowing how much the state would contribute. Counties revised estimates of county revenues as the State Board of Equalization altered details of assessing properties to assure statewide consistency. Cities, especially, revised their budgets upward, as capital reserves and assorted nest eggs were transformed into 1978–79 fiscal expenditures. It was a game of Monopoly with real money, according to one San Francisco supervisor.

Local politicians (Jarvis-Gann target number two) gained the unenviable power of choice in cutting out services. As Mary Moore of the Oakland City Council complained, "It's like asking whether you want your left leg or your right leg."

Counties had few options besides cutting programs while hoping for state funds. (Most county libraries drew 98–100% of their support from property taxes.) Cities, with more options for raising funds, had the politically dangerous choice of replacing lost property taxes with new city taxes.

In general, northern California cities that voted against Jarvis-Gann opted for new taxes to retain as many services as possible. Other cities, like Santa Clara

A Small-Town Citizen Describes:

What Friends Are For

by Margaret Kool

CARPINTERIA—Halfway up the populated California coast, just below Santa Barbara, this charming little town still finds itself overshadowed by its more glamorous neighbor. But Carpinteria is gradually winning recognition in its own right, not only for its nine-mile stretch of safe beaches, but for that all-but-vanished bit of Americana known as "community spirit." And nowhere is this spirit better seen than in the work of the Friends of the Carpinteria Library.

Organized a few years ago to support and publicize this beloved facility, its 200 members include out-of-staters as well as people from other California cities.

With the placing of Prop. 13 on the ballot came ominous rumors that the initiative's passage would mean the axing of every government-funded service, including the shut-down of the local library. The Friends geared up for battle.

Over the years, the group had raised funds to carpet the library, had built a children's patio, had donated display cases, a wall clock, record albums, and various machines—all with funds raised from its used-book sales and membership fees. In addition, it sponsored citywide contests directing attention to the library and its needs.

The Friends weren't about to see all this effort go down the drain with the passage of a "tax revolt" proposition. Their neighbors, too, were outraged at the prospect of the local library closing. These comments were typical:

- A youngster: "Los Angeles is too far to go for books."
- A writer (many reside there): "I use the library for research. I'd be lost without it."
- A thrifty citizen: "Yes, we could go to the Santa Barbara library—but think of the cost in gas and time!"
- A clubwoman: "I'm going to call Washington and see if CETA could step into the breach."
- A senior citizen whose sole recreation is reading: "I have to watch my pennies, but I'd be willing to pay a little each time I check out books. Perhaps the other patrons would, too."
- A distressed vacationer: "I always make use of the library while I'm here. That's when I catch up on my reading."
- A student: "No library? Where would I study?"

Others argued, "It won't happen. It's just a scare tactic to influence our vote."

But the Friends weren't taking any chances. They spent long hours addressing envelopes to county supervisors, then held meetings to distribute them. "Let our supervisors know," they pleaded, "how important it is to keep our library open."

Our Valued Librarian

Equally active was Carpinteria's head librarian, Mark King. Filled with youthful enthusiasm, Mark is known all over town for his friendliness, courtesy, and astonishing ability to always (well, nearly always) produce whatever a patron is seeking. Mark tackles each problem as though it were his own.

"If Jarvis passes, I know we'll lose our two part-time assistants," said King just before the vote. "And if we aren't closed down entirely, they'll certainly cut down on the library hours. But Grace [his pleasant associate librarian] and I would be willing to take salary cuts if that would help keep the doors open." He's that kind of fellow.

Then it happened: the Jarvis initiative was overwhelmingly approved by the voters, and immediately the county supervisors went to work with their hatchets. But, mindful of the flood of letters and verbal appeals from the little town down the coast, they held the Carpinteria Library cut to just 35%. They acknowledged ruefully it was the best they could do under the need to whack millions from the county budget.

With the hope of somehow securing enough additional funds to maintain the original library hours, the Friends turned to the Carpinteria City Council. But the councilors were also struggling with the task of dividing the pie—the city's limited resources—among so many. The library's piece amounted to only $1,200—hardly enough to replace the lost 35%.

"But we aren't giving up," declares the Friends' gung-ho president Jayne Caldwell, who writes a weekly column for the *Carpinteria Herald*. "Last year we worked like the dickens and raised $818. . . . This year, we'll simply work a little harder, and—with the community's help—I feel it won't be long until Carpinteria again has a full-time library."

and Hayward, through luck, foresight, or industrial development, have revenues somewhat independent of property taxes. Their libraries have fared relatively well. Overall, northern California city libraries were funded at rates which ranged from 30% of the previous budget (Daly City) up to 100% (Santa Clara).

San Franschizoid

On paper, San Francisco Public Library moved in a month from zero budgeting up to 100% funding—the latter at a rather euphoric meeting of San Francisco supervisors—while the library staff back home was working out the details of 70% funding. Their budget is expected to stabilize at around 85%, with priority given to people rather than programs.

I asked branch head Karen Scannell if she thought Mayor George Moscone had been using scare tactics in his well publicized announcement that the San Francisco branch libraries would close. "He scared *me*," she confessed. She had gone ahead with plans for closing.

Such tales of rags to "riches" are not quite typical, but California libraries have had great experience in schizophrenic budget planning over the last six months. Livermore Librarian Donald Nolte prepared seven budgets, for cuts from 22% to 67%. Oakland offered its city council six plans with ranges of service options. This process, dating since February, is likely to continue over the next year, since state aid is temporary and local budgets are in flux.

Cities were still adding, subtracting, and postponing taxes down to the June 30 deadline. (After July 1, new taxes had to be approved by two-thirds of the voters.) Libraries were still adding and subtracting and modifying plans within a general plan and orientation.

Berkeley, for instance, is a high-cost, high-service city which voted three to one against Jarvis-Gann, even though its tax rate is the highest in California. Its library, with a 35% budget cut, is not the hardest hit agency in town. Following its city manager's advice, Berkeley opted for nearly full service at its main library downtown and is closing its four attractive branches spread through the city. Friends of the Library, who just completed a user survey, are pushing hard to reopen the branches part-time, possibly with volunteers. Volunteer help is supported by some Berkeley library board members, but would be hard for the professional staff: Berkeley lost the equivalent of 35 full-time staffers, mostly librarians, since library clericals with two years' experience were protected by a citywide categorical seniority system. The library still has a full office staff, even though librarians with five years' experience were laid off and librarians with six years' experience were assigned half-time jobs. If libraries open with volunteers, few on the rehiring list will make it back to employment.

Oakland is relatively happy with a 35% cut, since it had feared 45%. Six branches are on single shifts, six are half-time, and five are closing. With a 35% cut (rather than 45%) they are laying off some 70 people instead of 142, 17 full-time staff instead of 47, most of the CETA staff, and most specially funded people. They've submitted a voluntary job-sharing plan to the city, hoping to rehire some people. Since Oakland has always hired minorities, their layoffs affect service rather than racial balance.

Lee White, Oakland's new head librarian, feels that her library community is moving to an advocacy position. She's impressed by the quality of minority support, as well as by grass roots, neighborhood, business community, and even city council support.

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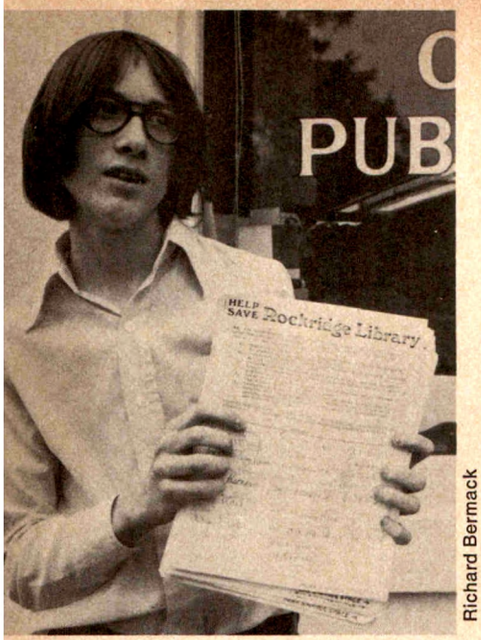


Richard Bermack

Tim Minger, 15, headed a petition campaign to save the Rockridge Branch of Oakland Public Library. The branch will continue operation, but on a part-time shift paired with another library.

A City-County Contrast

Hayward is an independent city library surrounded by the foundering library system of Alameda County. With sales tax revenues, a sound industrial base, and city reserves, the Hayward library budget is about 95% of normal. Director William Webster expects to get by with no cuts in staff or services; but, because the library is in the middle of the deprived county service district, Webster expects to charge nonresidents $15 per family for library privileges or 40¢ per item checked out.

Livermore, nearby, with a 36% cut, is charging substantial fees to nonresident users (about $40 per family) and cutting hours from 68 to 42. It's losing staff, too, and, as Librarian Donald Nolte says, "It's always the low-income people who get it in the neck; the CETA people, the people who have just been hired."

Nolte had just received some plans commissioned earlier for a new library, "an exercise in futility," that will never be built.

San Leandro, nearby, with 80% funding, is keeping all 10 professionals by phasing out four small branches (out of five) run by clericals. They expect more cuts next year, are moving to fees for services, and are dropping out of California film circuits.

Richmond, which ran a notable library program for many years, has managed to bring its budget "up" to 45% of last year's. At City Council on June 26, when this budget was passed, Librarian Theodora Johnson saw a 900-signature petition for increased library services. Downtown, the same day, another group demonstrated for daycare and library programs. She's hoping that more funds trickle in.

Little Relief for Counties

A legislative $5 billion tax relief package of June 23 offered a relatively skimpy $125 million for special districts ranging from high-priority rural fire districts to mosquito abatement districts. County library systems must fight even to maintain less than half their previous budgets.

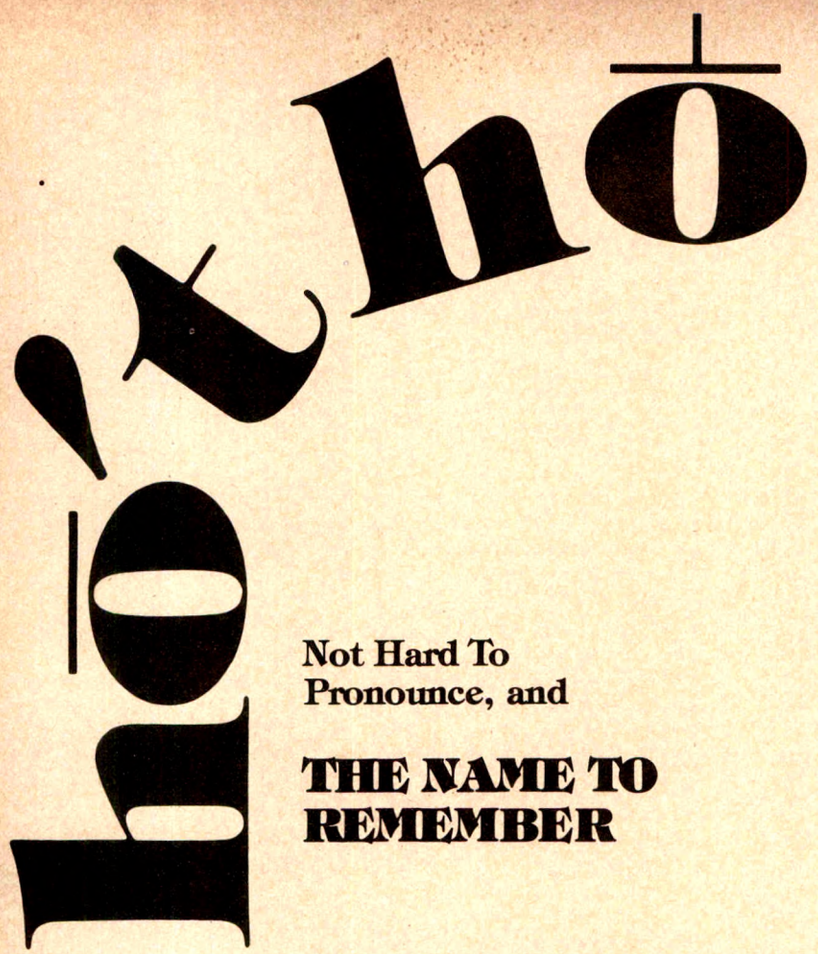
The exemplary library system in Alameda County closed down June 23, when the County Board of Supervisors decided the system was not entitled to general funds. Last year, this system had 12 area branches, an outstanding business branch, a bookmobile, and extension programs that reached shut-ins, rest homes, seniors, jail inmates, the blind, and the Spanish-speaking community. On a $4 million budget, 1% of the county budget, it employed 3% of the bodies and served mainly unincorporated areas and cities like Albany, Pleasanton, Dublin, and Fremont, which preferred a countywide system over less cost-effective independent city libraries.

Librarian Barbara Boyd refused at first to prepare a closing budget. On June 23, she still found the situation unbelievable. "I never thought I'd see the day," she said. "Libraries have never been closed during wars or floods or anything. But confusion is a powerful weapon and we're up against that."

Despite unprecedented outcry from citizens who had supported Jarvis-Gann, the libraries closed on schedule. Of 270 employees, all but a dozen were laid off. The layoffs included employees of more than 20 years' service, some of them within months of retiring. Six high-level clericals were retained to open boxes and book drops, shelf magazines, and maintain the collection. Six upper-echelon employees were retained to plan ways and means of reopening and reestablishing some degree of service.

Construction continues, ironically, on two library buildings financed by tax overrides voted by local communities in Alameda County—the same voting population that supported Jarvis-Gann.

Boyd hopes to get some funds together to reopen three to five branches sometime in August, but doubts the district will get beyond 50% of its former level of service. *(Continued on next page)*



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Schools OK, Media Centers Not

Unlike libraries, school districts generally did not have stand-by budgets, and, well into June, some school board members found it hard to believe they would really be affected. Though schools are relatively favored, averaging about 90% of previous budgets, school libraries may not fare particularly well as districts draw up their priorities.

Libraries and mediacenters are near the bottom of the priority lists of some school districts, along with coaching and other "frills." Library staffs had already been cut (or slashed) in many cases; materials budgets were often pathetic. Berkeley, for example, which had 14 school librarians a few years ago, was down to six, and media budgets were negligible this last year. Queries to districts bring the response, "Call back next week; we'll have to wait and see."

In many cases, school libraries are already run by library clerks; in others, librarians have been supplanted by resource teachers; in some districts, librarians who remain are essentially circuit riders and housekeepers responsible for up to 20 libraries which may or may not have budgets for current materials.

Higher Noneducation

Community colleges are hit by the hiring freeze. With summer and adult classes mostly cancelled, librarians who moonlighted or supported themselves precariously working evening shifts are doing without that income. There are no new positions, of course. I just threw away—reluctantly—an application for learning resource instructor at San Francisco Community College, a post Jarvis-Gann rendered obsolete.

State universities are expecting to absorb a 10–15% cut in expenses, with libraries taking their just share. Staff members believe there may be contingency layoff plans, or plans to limit enrollment on certain campuses and close others. In accordance with this austerity budget, temporary help was laid off in June. With a hiring freeze, libraries cannot hire new student assistants for summer session, or fill vacant positions. As a consequence, state university libraries will generally not be open evenings and weekends this summer. For state universities, too, it's a time of wait-and-see while decisions are made at other levels.

Though the University of California is affected by the hiring freeze, it doesn't expect its book budget will be drastically affected at this time, since libraries were the number-one priority of the most recent budget. Technically, the university system is not a state agency, and so far has not frozen its faculty po-

sitions. The California State Library, like other state agencies, is planning a 10% budget cut, with the usual hiring freeze.

The UC/Berkeley library school is hoping for business as usual, though there was talk of sending a letter to new fall students "when we know what to say."

Go East, Young Librarian

I find it hard to imagine any prospects for library school students, what with local layoffs, a statewide hiring freeze on governmental positions, and modest opportunities in the private sector—at least in northern California. Local library schools have not researched or recorded the careers of recent graduates; but I know many graduate librarians who work at odd jobs, as secrearies, organic gardeners, file clerks, editorial assistants, and house maids.

Layoffs, largely based on seniority, concentrated on recent graduates, part-time librarians, CETA workers, and reentry women working as library assistants and Librarian Is.

Margaret Goldsmith, for example, after working 10 years full-time as a library assistant, worked two years half-time while getting her MLS at UC/Berkeley. After two years' schooling, an MLS, and a $3,000 debt, she's now on the cutoff point of the part-time workers' seniority list, maybe yes, maybe no, depending upon funding.

Some systems protected individuals who had been specially recruited. In others, like Contra Costa, new department heads who had uprooted themselves for challenging positions in California found themselves far from home, without work.

Citywide seniority systems with different seniority standards for each category tended to discriminate against librarians. Sometimes, librarians who had come in as library assistants worked down to that category to bump out current assistants. Often, surplus administrators bumped their way down, displacing others in their downward course.

Civil service retention lists were often a poor fit for library situations. Often, librarians would have preferred to keep more people through job-sharing, while city or county union policies were opposed to reductions in hours. In other cases, unions advocated a four-day week.

The greatest complaint of many laid-off librarians is that decisions were made "upstairs," without their being consulted. Some believe the process was relatively fair; others are bitter. Administrators claim—honestly enough, in many cases—lack of time. Haste, after all, was built into Jarvis-Gann.

III.

CHICAGO—"It seems to be a rule of this conference," said panelist Michael Gorman midway through ALA's 97th Annual June 23-30, "that every speaker must mention Proposition 13."

A very few speakers managed to break the rule late in the week, but most obeyed. *Library Journal*'s John Berry, opening the JMRT Conference Orientation, "defined" the week's central issue as Prop 13. He called for ALA to send a message to the taxpayers "that libraries are worth" the taxes; "We're the solution, not the problem." Later in the orientation, Art Plotnik, just back from an *AL* assignment in California, noted that the taxpayers are "out to trim our three layers of fat: acquisitions, reference, and circulation."

In his inaugural address, Incoming President Russell Shank concluded the conference with reference aplenty to Prop. 13. He warned against knee-jerk reactions such as charging fees, and urged librarians to restate the fundamental principles of free library service.

A Small Gesture

Librarians laid off as a result of Prop. 13 may find relief and even a job lead from friends (or would-be friends) who spot their names in *American Libraries*. Therefore, Prop. 13 victims will be listed free of charge on request. Send to the editor your name, former post, home address, telephone, and ability to relocate.

Between Berry and Shank, ALA members and councilors as well as guest speakers responded to the shockwaves from California. Battle-weary librarians from that state took the microphones and prompted Membership and Council to oppose any reduction of services as a result of Prop. 13, and to lend PR and other support to the battle for funds.

Some notable nonlibrarians, the headline speakers, picked up the theme of the tax revolt. Journalist Daniel Schorr remarked, "Nothing struck me quite as poignant as the librarians . . . losing all they'd worked for." Schorr predicted a "backlash" of fervor to restore library and other public-service cuts.

From U.S. Commissioner of Education Ernest Boyer, California's Bill Emerson, and others, conferees heard more on Prop. 13's general effect, its impact on Washington, and how the mood of austerity there is squeezing library programs.

The theme flowed through hotel corridors between meetings. Sacramento's

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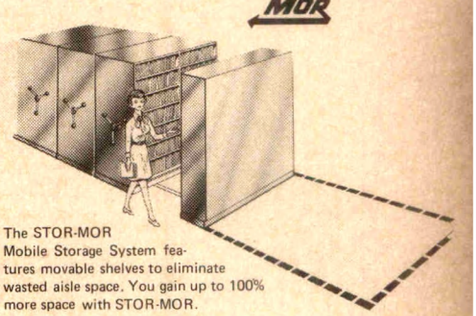

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Marty Martel was overheard describing the 3½-hour brawl he'd just "won" in his city council—to bring his library's reduction down to 20%. Californians who had made it to Chicago were selling and wearing T-shirts with the legend, "California Libraries Jarvis-Canned." (See photo, further coverage, in this issue's conference report.)

Some non-Californians began to feel overdosed on the topic by midweek, and a few even sided with taxpayers who favor cutbacks in all public spending. But Regina Minudri urged ALA members to use California's experience "to deal . . . with what may affect you all." And indeed, at least one East Coast librarian—Ann Gehlen of Winston-Salem, N.C.—was fresh from a local tax revolt expected to have drastic effects on her library next year.

Another headline speaker, Arthur M. Schlesinger, Jr., made it amusingly clear that the echoes of Prop. 13 would long outlive its reverberations throughout the 97th Conference of ALA. Flying from Kentucky to the Chicago conference, he and his wife had found themselves on the same plane with Erma Bombeck, Olivia de Havilland, and Howard Jarvis. When the flight ran into a thunderstorm, Mrs. Schlesinger asked her husband who would get the longest obit the next day if the plane crashed.

The historian and Albert Schweitzer Professor of the Humanities didn't have to think long before naming Howard Jarvis, the man behind Prop. 13, and indirectly, behind the greatest crisis libraries have faced in modern times.

—*A.P.*

Dallas Voters Approve Library Bond Issue

While librarians throughout the nation mourned the passage of California's Proposition 13, Dallas Public Library staffers rejoiced over passage of Proposition 2, a bond initiative that will generate $25 million for a new central library and four branches.

Part of a $254.5 million bond plan, Proposition 2 was one of 11 proposals Dallas voters approved in a 17-proposal package June 10. Passage was considered a victory for libraries since voters authorized city bond sales only for basic services like police, fire, and flood protection. They defeated a proposition that would have generated $45 million for public cultural facilities such as a new art museum and symphony hall.

Before the vote, Dallas residents donated $10 million toward the $39.9 million cost of the new library. A parking garage, financed by a $4.9 million U.S.

(continued on p. 425)

"New Horizons for Academic Librarians"

Pre-Registration Underway for November 1978 National ACRL Conference in Boston

At its first independent national conference at the Boston-Sheraton Nov. 9–11, the Association of College and Research Libraries will concentrate on its theme, "New Horizons for Academic Librarians." No business or committee meetings will be scheduled.

Focusing on the future prospects for academic and research libraries, the conference program features eight special theme addresses and seven hour-long sessions devoted to the presentation of contributed papers. Kurt Vonnegut, Jr., will address the group at a dinner Nov. 9.

ACRL's single-minded conference celebrates the 40th anniversary of the oldest and largest ALA division. All the theme meetings, the exhibits, and a placement service will be housed in the 1,428-room Boston-Sheraton, centrally located in the Prudential Center.

HEW Assistant Secretary for Education Mary F. Berry will deliver the first theme address, "Higher Education in the United States: The Road Ahead," at 1:30 p.m. Nov. 8. At 3 p.m., Council on Library Resources President Warren J. Haas will follow with "Managing Our Academic Libraries."

The other six theme addresses will be given during the next two days: "The Future of Scholarly Communication," by Edward E. Booher, director of Princeton's National Enquiry into Scholarly Communication; "The Role of Technology," by Harvard Vice President for Administration Joe B. Wyatt; "Cooperation and Networking," by Barbara Evans Markuson, executive director of the Indiana Cooperative Library Services Authority; "Programs and Services in Academic Libraries," by Princeton Librarian Richard W. Boss; "Library Resources and Bibliographic Control," by Jay K. Lucker, director of Massachusetts Institute of Technology Libraries; and "The Changing Role of the Academic Librarian," by University Librarian Millicent D. Abell of the University of California/San Diego.

Contributed Papers

More than 250 librarians responded to ACRL's call for papers on topics ranging from library management and bibliographic control to automation and cooperation. From that outpouring, a panel of judges selected some 60 papers for presentation. At each session, eight or nine papers will be delivered concurrently.

To promote discussion and encourage greater interaction among participants, University Microfilms, Inc. will provide microfiche copies of contributed papers to registered participants gratis.

On Saturday morning, Nov. 11, NELINET's Paula Corman will coordinate a session devoted to "Computer Based Bibliographic Networks: Reports from the Field." Tours of major libraries and historical sites in the Boston area also will be arranged for that morning.

Exhibits and Receptions

At least 115 exhibits of books, hardware, software, and supplies of interest to academic and research libraries will be displayed at the Sheraton-Boston. Exhibitors are sponsoring a reception from 5:30 to 7:30 p.m. on opening day.

That evening at 9, the trustees of the Boston Public Library and the Boston Library Consortium will host a party at the library.

G. K. Hall's reception at the Boston Museum of Fine Arts on Nov. 10 from 7 to 9:30 p.m. will give librarians a chance to view the traveling exhibit, "Treasures of Early Irish Art, 1500 B.C.–1500 A.D."

Each conference registration packet will include a ticket to the International Antiquarian Book Fair at Boston's Copley Plaza Nov. 10–12. More than 120 exhibitors from all over the world will set up displays to attract the 5,000 anticipated visitors.

All social events, the banquet, and the exhibits are open to a spouse or friend of each conference registrant for a $5 fee. Tours of historical sites such as Concord, Lexington, and Charlestown, and walking guides to Boston will be available for guests throughout the conference. ACRL reminds visitors that Boston is a gourmet's delight and shopping mecca for antiques, clothes, and silver.

Because of limited space, early registration is encouraged. See the opposite page for pre-registration information.

PRE-REGISTRATION INFORMATION

Pre-Registration. A Pre-Registration form is included here. Pre-Registration forms must be received no later than October 9. Forms received after that date will be returned. On-site registration will be an additional $10.

Payments. Checks should be made payable to the Association of College and Research Libraries or ACRL. Payments and registration forms are to be mailed to ACRL, 50 E. Huron St., Chicago, IL 60611. Your cancelled check is your receipt; no receipts will be issued.

Refunds. Requests for refunded registration fees must be received in writing by the ACRL Headquarters by October 23, 1978. A $5 service charge will be deducted from such refunds. Requests for refunds after October 23, 1978, will not be honored.

Full Conference Registration. Includes admittance to all sessions and exhibits, a copy of contributed papers on microfiche, one ticket to the reception at the Boston Museum of Fine Arts, and one ticket to the reception at the Boston Public Library.

Non-Member Full-Conference Registrants. Those who wish to join ACRL as new members may register at the member rate provided that payment for 1979 ACRL membership dues of $50 (ALA $35, ACRL $15) is included with registration payment. Membership is *individual,* not institutional.

Student Registration. Applies only to ALA student members.

Conference Registration Area. Will be located on the second floor of the Sheraton-Boston Hotel. All Conference Registrants should note that information about special events, room numbers for all events, and further changes and additions to the accompanying program will be found either in the final printed program or on the special update sheet posted in the registration area.

Accompanying Persons. Conference attendees who wish to invite a friend or spouse to accompany them to the Boston Museum of Fine Arts Reception, the Boston Public Library Reception, and the exhibits for the Conference may arrange this by purchasing an "Accompanying Person" ticket for $5. Tickets for admission to the Boston Dinner are also on sale for an accompanying person at $14 each.

Conference Registration Hours.

Wednesday,	November 8	9 a.m. - 6 p.m.
Thursday,	November 9	8 a.m. - 5 p.m.
Friday,	November 10	8 a.m. - 4 p.m.

INFORMATION FOR HOTEL REGISTRATION

Room reservations will be assigned on a priority basis provided they are received 3 weeks prior to November 8, 1978. A first night's deposit for each room is required at least 10 days before arrival. It is refundable until 3 days before arrival date.

Check out time is 1:00 p.m.; check in time is 3:00 p.m.

Please note: only one card necessary per room. Every effort will be made to honor rate requested or nearest rate available.

PLEASE CLIP BOTH FORMS
AND SEND TO ADDRESSES AS INDICATED

Clip Along These Lines

PRE-REGISTRATION FORM
ACRL 1978 NATIONAL CONFERENCE
Sheraton-Boston Hotel November 8-11, 1978

PLEASE TYPE OR PRINT

Name _____

Affiliation _____

Street Address _____

City _____ State _____ Zip _____

CONFERENCE PRE-REGISTRATION FEES	Full Conference	Single Day	Amount
ALA/ACRL Personal Member	$35	$15	_____
Student ALA Member	$20	$10	_____
Non ALA/ACRL Member	$50	$20	_____
Exhibitor	FREE	FREE	_____
Accompanying Person $5			_____
ACRL "Boston Dinner" at $14 per ticket (*not* included in registration)			_____

ACRL MEMBERSHIP DUES 1979		
Renewal ALA/ACRL	$ 50	_____
New Member ALA/ACRL (Same Registration Fee as Members)	$ 50	_____
Already ALA member; please add ACRL	$ 15	_____
Student Member	$ 25	_____
Non U.S. New Member ALA/ACRL	$ 35	_____
GRAND TOTAL		_____

Please Indicate

I plan to use the ACRL Placement Service at the meeting.
Please send me:
_____ Employer's registration form(s). At one form per opening, I need _____ number of forms.

_____

_____ Applicant's registration form

_____ As a physically handicapped person, I have special needs. (Please explain) _____

_____

Make check payable to ACRL and mail this form and payment to:
Association of College and Research Libraries
50 East Huron Street,
Chicago IL 60611

Clip Along These Lines

ACRL 1978 NATIONAL CONFERENCE
November 8-11, 1978
SHERATON-BOSTON HOTEL REGISTRATION FORM

Name _____ No. in Party _____

Address _____ Zip _____

Arrival Date _____ Time _____

Departure Date _____ Time _____

Please circle rate and type of room required:
Single: $30 (economy) $38 $41 $44 $50

Double: $50 $51 $54 $60 Twin: $51 Triple: $54 Quad: $60

1 Bedroom Suite: $70 $110 $115 $120

2 Bedroom Suite: $140 $165 *Mass Room Tax 5.7%*

Please Read Information for Hotel Reservations (opposite) and send this form to: SHERATON-BOSTON HOTEL
39 Dalton St.
Boston, MA 02199

COMMENTARY

TO BALANCE THE "OVERSIMPLIFIED."

I can appreciate that Mr. Fulchino (*AL* June, p. 313) has a cause for concern if CLA had provided what he terms a "one-sided information campaign within libraries." In fact, we provided libraries with a bibliography which included publications by the Assembly Revenue and Taxation Committee, the Senate Office of Research, the California State PTA, et al. The bibliography cited fiscal analyses and projected budgets for some 10 cities and one county in California.

The Association felt this bibliography was needed to provide objective and factual data, particularly because many of the arguments for and against the initiative were oversimplified, misleading, and unsound.

Besides distributing the bibliography to library directors, CLA sent a leaflet to its members announcing the existence of a contributor's fund supporting the coalition against Prop. 13. No suggestion was made that the leaflet be used in connection with the information function within the library.

We shall continue to be mindful of the First Amendment and the Library Bill of Rights, and we shall continue to support the protection there provided to all persons.

STEFAN D. MOSES
California Library Association

WHY CONSULT KILGOUR?

On "Page One" (*AL*, May, p. 254) you note as newsworthy Fred Kilgour's remark that OCLC might oppose AACR 2.

1) Since OCLC is simply a data base or switching center and does not produce records, why would it be consulted about cataloging rules?

2) Since OCLC has never made an issue of the variations in rules, why bother asking its opinion at this juncture?

3) When did Kilgour become such an expert on cataloging that *The Chronicle of Higher Education* would bother consulting him?

4) Since OCLC accepts MARC tapes, it'll get AACR 2 whether Kilgour likes it or not.

TILLIE KRIEGER
Champaign, Illinois

CIRCULATING IN "BARS."

At the recent ALA conference, there was considerable interest in the San Jose (Calif.) Public Library practice of putting a bar-code label on books cataloged through OCLC so that the information could be expeditiously entered into our automated circulation system database. In order that credit be given where credit is due, I wish to state the following:

Almost two years ago, City of San Jose Technology Agent Monroe Postman attached a bar-code reader wand to each OCLC cataloging terminal. With the help of cataloger David Nashelsky, Postman created the interface, which includes punctuation and delimiters.

As catalog cards for new books are ordered at the terminal, a bar-code label is placed on each book and then scanned with a wand to enter it into the cataloging database in Ohio. Approximately two weeks later a computer tape is received and mechanically entered into the circulation system database. The tape provides all information needed about the book for the circulation database including the bar-code label number and the owning branch, so the book need not be handled again after cataloging.

Librarians wishing to know more about this procedure may contact Mr. Postman or the San Jose Public Library.

HOMER L. FLETCHER
San Jose Public Library

NEW ARMY OF ADVOCATES.

Lay delegates to the state pre-White House conferences on library and information services and the White House Conference itself are a fruitful source of support for public libraries.

Libraries searching for advocates when presenting budgets to city hall, or needing new trustees or members of friends groups, should turn to those who have or will attend the state and national White House Conference meetings.

A new army of public library advocates is being created, but this resource must be summoned if public libraries, and other types as well, are to benefit.

Write to each state library agency for a list of delegates to its state pre-White House conference. Names of the delegates to the White House Conference can be secured from the National Commission on Libraries and Information Science in the fall of 1979.

DANIEL W. CASEY
NCLIS, Washington, D.C.

LUMMIS UNFAIR GAME.

The viewpoint and implicit conclusion in "The Lion and the Lady" (*AL*, May, pp. 268–72) is that Charles Lummis was a male chauvinist pig (or worse) for accepting a position made available (in 1905) as a result of the employer firing an incumbent woman in order that the position could be filled by a man.

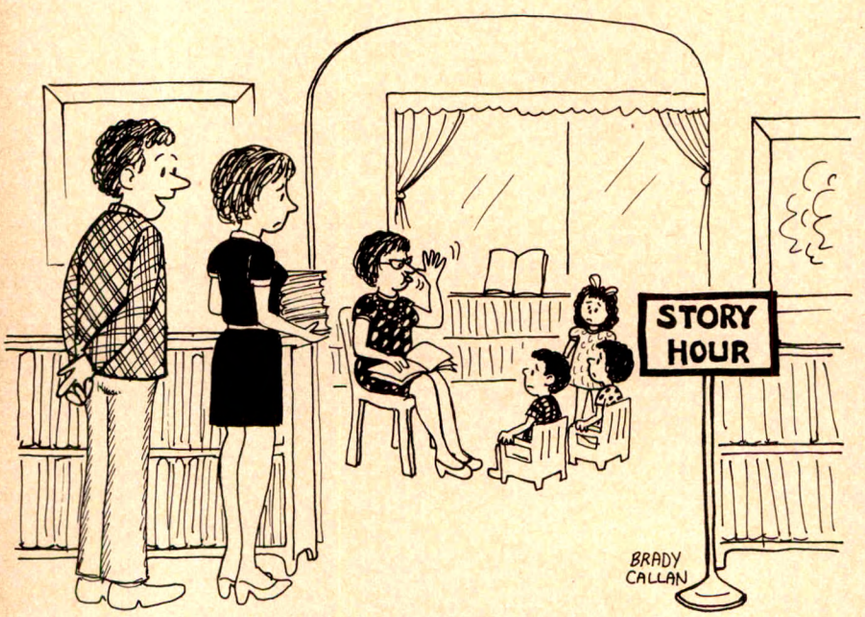
If such a revisionist approach to history were applied to previous world leaders, every one would doubtless stand condemned: Socrates, for accepting the benefits of slavery; Jesus Christ, for not including any women among his disciples; Lincoln, for letting slavery continue for three years after he was elected; Franklin Roosevelt, for the persecution of homosexuals, etc.

It is shocking that an article with such a lack of historical perspective should receive a $1,000 prize. Who were the judges?

Librarians have the unique and momentous responsibility of protection of the memory and heritage of the past. Shamefully, some librarians haven't yet learned that past events and people cannot be understood or placed in any kind of meaningful perspective if judged solely by today's standards.

ROBERT T. JORDAN
University of the District of Columbia

The judges were named in the June 1977 issue, p. 293. —Ed.



"Maybe it's part of the story."

ACTION EXCHANGE

Librarians question copyright, expose interlibrary loan racket in Mexico City

Q. Is it permissible under the copyright law for our children's librarian to tape children's stories in story-hour format and offer the tapes for airing over local radio stations as an outreach service for children? Is clearance needed? ***Arthur H. Goetz, Director, Public Library of Johnston County and Smithfield, North Carolina.***

A. Assuming that your library is not a broadcasting entity and that the stories you wish to tape are protected by copyright, the answer is complicated.

The radio stations may be authorized to broadcast copyrighted material, but the law does not specifically authorize a public library to make a copy of a work for transmission by a broadcaster. It does authorize the broadcaster to make certain "ephemeral recordings" for later transmission. You may want to discuss with the stations ways in which the library could participate in programming.

If your library qualifies for any of the instructional broadcasting exemptions stated in the copyright law's section 110, you would then be authorized under section 112 to make your own ephemeral copies for later transmission. The requirements of section 110 are very specific.

Conceivably a public library might qualify under section 110(2), if the program is a regular part of a systematic instructional activity, not directly related to teaching content, and primarily for reception by specified groups including students, disabled persons, preschool children, and others, or under 110(8), transmission primarily designed for blind and handicapped.

If the stories you wish to tape are in the public domain, of course, you are free to make as many copies as you like. If, however, they are protected by copyright and if your situation does not seem to fit within the provisions mentioned above, you should ask permission. Your plan may well benefit the publisher by attracting increased sales. *ALA Washington Office.*

Q. In 1976 we began receiving requests for books on antique cars and mechanical engineering from the Institute Tecnologico Americano, the Tecnologico Corteza, and the Universidad Anglo-Americano, all with postal box addresses in Mexico City. Because the requests were properly filled out on ALA-approved interlibrary loan forms, we filled the first few.

When we received no response to our overdue notices, our suspicions were aroused. We tried to verify the existence of the schools . . . but no one could identify them.

Have other libraries experienced similar difficulties?

Can anyone suggest how to stop such abuse of interlibrary cooperation? ***Danuta Nitecki, Head, Interlibrary Services, Univ. of Tennessee Library, Knoxville.***

A. We have had an almost identical experience with loaning books to apparently nonexistent libraries in Mexico City. When we received no reply to our overdue notices, we sent a registered letter. Subsequently, we received the postal receipt indicating the letter had been received . . . but no books.

In January, we discovered that one of our sister institutions had also lent them books. We asked Samuel Boone, a member of the ALA Interlibrary Loan Committee, to bring up the matter at the next meeting.

One of the best ways to check such abuse is to alert libraries . . . I do not see any way the standard forms can be prevented from reaching any individual's hands. *Michelle H. MacCaughelty, Head, Interlibrary Loan, Wilson Library, University of North Carolina/Chapel Hill.*

A. The Air Force Academy Cadet Library lost two books to the Tecnologico Corteza. We have filed a complaint with the Special Investigations Division of the Chief Postal Inspector, Washington, DC 20260. We sent copies of the ILL requests and a copy of the *Action Exchange* letter as documents. Inspector Broadwater of the international section of S.I.F. was most cooperative and will contact the Mexican postal authorities. *Pamela A. Sexton, Capt., USAF, Assistant Director for Technical Services, The Academy Library, USAF Academy, Colorado.*

A. In October 1977 we mailed a copy of *Elements of Internal Combustion Engines* by Rogowski to the Tecnologico Corteza c/o Marylyn Maynard, Interlibrary Loan librarian, as requested. When we received no response to our overdue notices, we filled out forms with the Post Office. Meanwhile, Ms. Maynard wrote she had never received the book. She suggested the Customs people had it. The search continues. I'm afraid we would think twice about filling another ILL request from outside the country.

As for solutions, I suggest a list of accepted institutions that are members of national library associations or verified by ALA. *Robert Foley, Serials Librarian, Southern Technical Institute Library, Marietta, Georgia.*

P.S. ACTION EXCHANGE received similar letters from librarians Ruth Rothenburg of Purdue, Martha Bergquist of Reed College, Jodi Gouwens of Montana College of Mineral Science and Technology, Kaye Neames Willcockson of Dartmouth, Jim Cruse of the University of Michigan, and Aili Markland of the Seattle Public.

When we informed Nancy Marshall, co-chair of the Interlibrary Loan Committee of Reference and Adult Services Division, that at least 10 libraries had been ripped off, she publicized the story in LJ's *Hotline*—and later learned that her own University of Wisconsin was also a victim. At Conference, Council passed a resolution directing ALA to seek legal advice on how to recover the books.

From Washington, Postal Inspector Broadwater regretfully reported to *AL* that his efforts had brought this response from the Mexican post office: "We do not have the authority to investigate the matter, and we cannot release the names of the post office box holders."

Broadwater urges libraries to send him documentation of their losses; he intends to complain to the Mexican Embassy in Washington.

ACTION EXCHANGE welcomes all questions and answers on library matters. Please type all communications and include your name, address, position, and phone number. If you prefer, we'll print only your initials. All responses become the property of American Libraries. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

Note: Entries pertaining to continuing education are compiled by Eileen Zilius of the ALA Office for Library Personnel Resources.

July

31-Aug. 3: *The User Encounters the Library: An Interdisciplinary Focus on the User/System Interface in Academic Libraries,* Monroe, La. Spons., Northeast Louisiana U. Limited to approx. 50 administrators or public service lns. in acad. ls. & l. science faculty. L. Larason, Sandel L., Northeast Louisiana U., Monroe 71209.

31-Aug. 4: *The Craft of Bookbinding,* U. Calif./Santa Cruz (Crown-Merrill Recreation Center). Fee, $125; 3 qtr. hr. cr. or noncr. A. Over, UC/Extension, Santa Cruz 95064 (408-429-4534).

August

3-4: *Libraries and Information Forecasting and Funding for the Future,* U. Calif./Irvine. Spons., Los Angeles Chapter of the Amer. Society for Info. Science. K. Frohmbert, R&D Assoc., Technical Info. Ctr., 4640 Admiralty Way, POB 9695, Marina del Rey, CA 90291 (213-822-1715, ext. 229).

4-5: *Photographs: Collecting, Preserving, and Exhibiting,* U. Calif./Santa Cruz (Oakes College). Fee, $75; 1 qtr. hr. cr. A. Over, UC/Extension, Santa Cruz 95064 (408-429-4534).

6-12: *TRITRACK Student Media Institute.* Seminar on Communication Skills. TSMI, Rhode Island College—AV Dept., 600 Mt. Pleasant Ave., Providence 02906.

11-12: *Preservation of Library and Archival Resources,* U. Calif./Santa Cruz (Oakes College). Fee, $85; 1 qtr. hr. cr. A. Over, UC/Extension, Santa Cruz 95064 (408-429-4534).

14-16: *Conservation of Library and Archival Materials (Advanced): Storage and Protection,* U. Calif./Santa Cruz (Kresge College, Clean Crafts Ctr.). Fee, $115; 2 qtr. hr. cr. A. Over, UC/Extension, Santa Cruz 95064 (408-429-4534).

14-17: Online Training Center for Bibliographic and Info. Systems, U. Pittsburgh/GSLIS. E. Duncan or A. Kent, Rm. 801, L.I.S. Bldg., U. Pitt., Pittsburgh 15260 (412-624-5218).

17-19: *Communicating with Camera,* Communication Programs, U. Wisc.–Extension. On-hands production of still and motion-sound (video) media and how it relates to l.-media services. UW/Ext., Communication Programs, 610 Langdon St., Madison, WI 53706 (608-262-3566).

September

8-11: *The Numbers Game: Quantitative Methods for Library Practitioners,* U. Michigan/Ann Arbor. Spons., UM/SLS, Univ. Ext. Service et al. *Apply by Aug. 15.* Fee, $135. UM/ES, 412 Maynard, Ann Arbor, MI 48109 (313-764-5304).

12-13: *Preservation of Library Materials,* Col. of Physicians, Philadelphia. Fee, $25. Spons., L. Binding Institute et al. J. Fulton (215-561-6050) or S. Roberts (215-674-0486).

13-16: *The Numbers Game: Quantitative Methods for Library Practitioners,* U. Mich./Ann Arbor (see Sept. 8–11).

15-17: *Workshop on Workshops: Planning, Presenting, and Evaluating Continuing Education Programs for Library Personnel,* Atlanta, Century Center Hotel. Spons., Georgia LA. Fee $50 ($60 GLA nonmembers). *Apply by Aug. 15.* B. Loar, DeKalb L. System, 3560 Kensington Rd., Decatur, GA 30032 (404-294-6641).

18-21: Online Training Center for Bibliographic and Info. Systems (see Aug. 14–17).

25-28: Internat. Federation for Documentation 39th Congress, U. Edinburgh, Scotland. Fee, about $100. Conference Organiser, Aslib, 3 Belgrave Sq., London SW1X 8 PL, England.

28-29: *Managing Information Technologies,* Washington, D.C. Spons., Library and Information Technology Assn. D. P. Hammer, ALA/LITA, 50 E. Huron St., Chicago 60611 (312-944-6780).

28-30: District of Columbia Mayor's Pre-White House Conf. on Libraries and Info. Services, Martin Luther King Meml. Library, Washington. Spkr., Mayor Walter E. Washington. Observers by invitation only. V.S. Phillips, DCMPWHCLIS, 9th and G. Sts. N.W., Washington 20001 (202-727-1101).

29-Oct. 1: North Dakota LA Annual Conf., Holiday Inn, Bismarck. O. M. Stewart, Carnegie-Bookmobile L., Grafton 58237.

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

Complete information on August–November conferences appears under appropriate date: see "Keyword Index" on this page and p. 381, June issue.

August: Indiana.

September: District of Columbia, Louisiana, Minnesota, New Hampshire, North Dakota, Ohio, Virgin Islands, Wisconsin.

October: Delaware, Maryland, Montana, North Carolina, U.S. Indians, West Virginia.

November: Arizona, Arkansas, Florida, Guam, Illinois, Missouri, Nevada, New Mexico, Tennessee, Texas.

December: Connecticut, N. Mariana Is., Trust Territory.

January: Alabama.

February: Alaska, Mississippi, Puerto Rico.

March: American Samoa, California, Iowa, Kansas, Kentucky, Michigan, South Carolina, Virginia.

Spring: New Jersey.

April: Colorado, Maine, Nebraska, Rhode Island, Utah, Vermont, Washington, Wyoming.

South Dakota has not yet determined if it will hold a pre-WHCLIS meeting.

October

4-6: South Dakota LA Annual Conf., Brookings, L. Raley, S. Dak. State U., Brookings 57007 (605-688-5106).

6-8: Montana Conf. on Libraries and Info. Services, Colonial Inn, Helena. Spkrs.: author-educator Benjamin DeMott; USOE Assoc. Commissioner Dick Hays; & U. Montana Philosophy Prof. Maxine Van de Wetering. Observers welcome, but space limited. M. Greenwood, Montana State L., 930 E. Lyndale, Helena 59601 (406-449-3004).

6-8: Southeast LA-Southwest LA Joint Annual Conf., New Orleans. H. B. Slocum, 6800 Morrison Road, #105, New Orleans 70126.

12-14: South Carolina LA Annual Conf., Carolina Inn, Columbia. L. Barron, 108 Dantzler St., St. Matthews 29135.

12-14: Maryland Governor's Conf. on Libraries and Info. Services, Adult Ed. Ctr., U. Maryland, College Park. Spkrs.: Gov. Blair Lee; Robert Wedgeworth; Alice Ihrig; & David Hornbeck, Md. supt. of schools. Observers welcome. J. M. Travillian, Md. State Dept. of Ed., POB 8717, B.W.I. Airport, Baltimore 21240 (301-796-8300, ext. 456).

12-15: West Virginia Governor's Conf. on Libraries and Info. Science, Civic Center & Science & Cultural Center, Charleston. Spkrs., Gov. John D. Rockefeller IV and other dignitaries. Observers welcome. F. Glazer, Science & Cultural Center, Charleston 25306 (304-348-2041).

16-19: Online Training Center for Bibliographic and Info. Systems (see Aug. 14–17).

19-21: Delaware Governor's Conf. on Libraries and Info. Services, Sheraton Inn, Dover. Spkrs., Gov. Pierre S. du Pont IV and George Plimpton. Observers welcome: $50 for food and materials. J. Taulane,

Del. Div. of Libraries, POB 639, Dover 19901 (302-678-4748).

19-21: North Carolina Governor's Conf. on Library and Info. Services, Raleigh Civic Center. Spkrs. include Gov. James B. Hunt, Jr.; Joseph Becker, NCLIS; Rep. Charles Rose (D-N.C.); and, tentatively, Isaac Asimov. Observers welcome but space limited (meal functions req. advance regis.). A. Smith, Div. of State L., Dept. of Cultural Resources, 109 E. Jones St., Raleigh 27611 (919-733-2570).

19-22: U.S. Indians Conf. on Libraries and Info. Services, Denver Airport Hilton Inn. Spkrs.: Roger Buffalohead (Tonca), Sam De Loria (Sioux), Jack Forbes (Rappahannock), Lotsee Smith (Comanche), John Wabaunsee (Pottawamie), Dave Warren (Santa Clara), Minerva White (Mohawk), & Virginia Mathews (Osage). Observers welcome, but space limited. V. H. Mathews, c/o Office of L. & Info. Services, U.S. Dept. of the Interior, Washington, DC 20240 (202-343-5821).

25-27: Wisconsin LA Annual Conf., The Abbey, Lake Geneva. W. D. Grindeland, Racine Unified School Dist., Racine 53404.

29-31: Colorado LA Annual Conf., Four Seasons Motor Inn, Colorado Springs. C. J. Johns, Jr., Dean of L. Services, U. Northern Colo., Greeley 80639 (303-351-2601).

November

1-2: Archives-Libraries Committee of African Studies Assn. Fall Mtg., Baltimore Hilton. D. Easterbrook, E. S. Bird L., Syracuse U., Syracuse, NY 13210 (315-423-4176).

1-2: Rhode Island LA Annual Conf., Sheraton-Islander Inn, Newport. J. Sieburth, URI L., Kingston 02881.

3-6: New York LA Annual Conf., New York Hilton. E. E. Halley, 60 E. 42nd St., Suite 1242, NYC 10017 (212-687-6625).

6-8: "Toward the White House Conference: The Structure and Governance of Library Networks in Light of a Developing Technology," U. Pittsburgh/GSLIS. Co-spons., National Commission on Libraries and Info. Science. A. Kent, UP/GSLIS, 801 LIS Bldg., Pittsburgh 15260 (412-624-5230).

8-11: Assn. of College and Research Ls. 1st Nat. Conf., Sheraton-Boston Hotel, Boston (see p. 41 for further details).

13-16: Online Training Center for Bibliographic and Info. Systems (see Aug. 14–17).

13-17: Amer. Society for Info. Science Annual Conf., New York Hilton. S. McAfee, ASIS, 1155 Sixteenth St., N.W., Suite 210, Washington, DC 20036 (202-659-3644).

15-17: Florida Conf. on Libraries and Info. Services, House Chambers, State Capitol, Tallahassee. Spkrs. include CBS Newscaster Charles Kuralt, N.Y. State Sen. Major Owens, and Alice Ihrig. Observers welcome, but space limited. B. Wilkins, State L. of Fla., R. A. Gray Bldg., Tallahassee 32304 (904-487-2651).

Art Plotnik

"Tell ya' what I'm gonna do," says West Virginia State Librarian Fred Glazer, one of the nation's most energetic advocates for libraries. His pitch: an indoor exposition for 100,000 at his state's Governor's Conference on Libraries (see Oct. 12-15).

15-17: Arkansas Pre-White House Conf. on Library and Info. Services. Spkrs. not yet confirmed. Observers welcome. B. Moore, APWHCLIS, 221 W. 7th St., Little Rock 72201 (501-371-3589).

16-18: Texas Conf. on Libraries and Info. Services, Austin Hilton Inn. Spkrs. incl. former Sen. Ralph Yarborough & Lynn Ashby, *Houston Post* political reporter. Observers welcome but space limited. S. Popinsky, Texas State L., Box 12927, Capitol Station, Austin 78711 (512-475-4119).

19-21: Tennessee Conf. on Libraries and Info. Services, Opryland Hotel, Nashville. Observers welcome. D. Ray, TCOLIS, 1506 Church St., Suite 4, Nashville 37203 (615-327-4848).

26-28: Nevada Conf. on Libraries and Info. Services, Sahara Hotel, Las Vegas. Observers welcome but space limited. H. H. Erickson, Nevada State L., Carson City 89710 (702-885-5145).

29-Dec. 1: Missouri Governor's Conf. on Libraries & Info. Services, Ramada Inn, Jefferson City. Observers welcome but space limited. M. Meister, Mo. State L., 308 E. High St., Jefferson City 65101.

29-Dec. 1: Arizona Conf. on Library and Info. Services, Adams Hotel, Phoenix. Observers welcome but space limited. E. Hart, Ariz. State L. Ext. Services, 2219 S. 48th St., Tempe 85282 (602-271-5841).

30-Dec. 1: Conference on Retrieval and Use of Educational Resources, U. Arizona, Tucson. L. M. Knief, Office of Info. & Instructional Studies, College of Ed., UA, Tucson 85721.

KEYWORD INDEX

African Studies Assn., Archives-Ls. Committee	Nov. 1-2
Amer. Soc. for Info. Science	Nov. 13-17
Arizona pre-WHCLIS	Nov. 29-Dec. 1
Arkansas pre-WHCLIS	Nov. 15-17
Assn. of Col. & Research Ls.	Nov. 8-11
Bookbinding	July 31-Aug. 4
Camera-oriented media	Aug. 17-19
Colorado LA	Oct. 29-31
Communication skills	Aug. 6-12
Conservation	Aug. 14-16
Data bases & retrieval	Nov. 30-Dec. 1
D.C. pre-WHCLIS	Sept. 28-30
Delaware pre-WHCLIS	Oct. 19-21
EDUCOM	Nov. 14-16
Florida pre-WHCLIS	Nov. 15-17
Future for libs. & info.	Aug. 3-4
Information technologies	Sept. 28-29
Int. Fed. for Documentation	Sept. 25-28
Maryland pre-WHCLIS	Oct. 12-14
Measurement/statis. techniques	Sept. 8-11, Sept. 13-16
Missouri pre-WHCLIS	Nov. 29-Dec. 1
Montana pre-WHCLIS	Oct. 6-8
Networking	Nov. 6-8
Nevada pre-WHCLIS	Nov. 26-28
New York LA	Nov. 3-6
North Carolina pre-WHCLIS	Oct. 19-21
North Dakota LA	Sept. 29-Oct. 1
Ohio pre-WHCLIS	Sept. 20-22
Online training	Aug. 14-17, Sept. 18-21, Oct. 16-19, Nov. 13-16
Photographs: preserving and exhibiting	Aug. 4-5
Preservation	Aug. 11-12, Sept. 12-13
Rhode Island LA	Nov. 1-2
South Carolina LA	Oct. 12-14
South Dakota LA	Oct. 4-6
Southeast LA-Southwest LA	Oct. 6-8
Tennessee pre-WHCLIS	Nov. 19-21
Texas pre-WHCLIS	Nov. 16-18
User/system interface	July 31-Aug. 3
U.S. Indians pre-WHCLIS	Oct. 19-22
West Virginia pre-WHCLIS	Oct. 12-15
Wisconsin LA	Oct. 25-27
Workshop on workshops	Sept. 15-17

ALA Election Results

Running for Office

Galvin Wins Presidency; 27 Councilors Elected

Thomas Galvin, dean of the University of Pittsburgh library school and member of the ALA Executive Board, has been elected first vice president and president-elect of the American Library Association, receiving 3,966 votes. Votes cast for his opponents were: 2,488 for Richard M. Dougherty and 2,180 for Gerald R. Shields.

Twenty-five councilors-at-large were elected for 1978–82, and two for unexpired 1978–79 terms.

The election results were certified at a meeting of the ALA Elections Committee on June 20, 1978. Don Culbertson chairs that committee, whose other members are Dawn Heller, Howard Dillon, Arthur H. Miller, and Marie Will. A total of 8,966 ballots were cast, 140 of which were invalid. There were no write-ins.

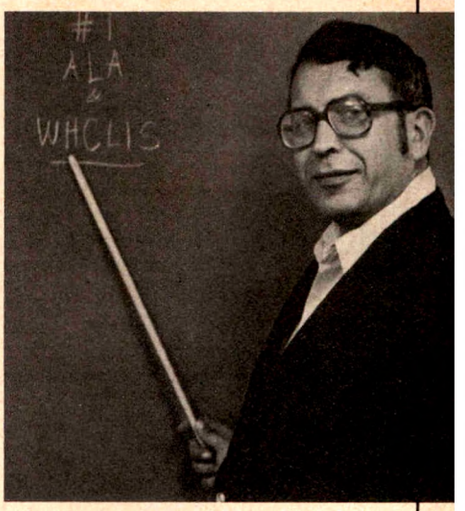
"Mobilize" for WHCLIS—Galvin

Tom Galvin, who ran on a platform looking to the 1979 White House Conference as his first concern, has won the 1979/80 ALA presidency.

"ALA should take the lead in mobilizing the talents and resources of the entire national library and information communities to insure the success of the 1979 White House Conference," he believes.

The 45-year old president-elect told *AL* he is eager to develop better ways of setting Association priorities that "effectively respond to the members' will." He showed his mettle in Council by voting "yes" to moving Headquarters to an E.R.A. state even though he has spent long hours planning improvements in Illinois facilities as chair of ALA's Space Needs Subcommittee.

Before going to the University of Pittsburgh, where is is dean of the library school and a professor, Galvin was associate director and professor at Simmons College School of Library Science.



Galvin is calling for nominations to committees. He promises "an open opportunity for all members—especially new people." Write him at the library school (Pittsburgh 15260), about yourself or a colleague.

Councilors at Large, 1978–82

The following list designates the twenty-five new members of ALA Council with capital LETTERS. The names of all candidates for Council appear in the same order they appeared on the official ballot; the total number of votes each candidate received has been added.

John R. McCracken, 2,333; Helen C. Goodman, 2,445; MARY BIBLO, librarian, lab schools, U. Chicago, 3,153; E. J. JOSEY, chief, Bur. of Specialist L. Services, N.Y. State Ed. Dept., Albany, 3,362; DALE M. BENTZ, university librarian, U. Iowa, Iowa City, 2,824; Bernice L. Yesner, 2,169; Penelope S. Jeffrey, 2,150; Nina T. Cohen, 2,288; AMANDA S. RUDD, deputy commissioner, Chicago PL, 2,905; ELAINE F. SLOAN, assoc. university librarian for public services, UC/Berkeley, 2,514*; Jo Ellen Flagg, 2,109; ELIZABETH FUTAS, Div. of Librarianship, Candler L., Emory U., Atlanta, 2,842; Sherrill Cheda, 2,273; MIRIAM I. CRAWFORD, curator, Samuel Paley L., Temple U., Philadelphia, 2,742; GLORIA PRIMM BROWN, program asst., Carnegie Corp., NYC, 2,650; BARBARA J. WILLIAMS, head librarian, S.C., State Col., Orangeburg, 2,587; GLEN ANDREW ZIMMERMAN, personnel dir., LC, 2,843; Joyce Ball, 2,441; Charles David Warren, 2,091; CAROLYN D. FORSMAN, lecturer, U. Md./CLIS, College Park, 2,621; Elizabeth M. Stephens, 2,353; Robert L. Wright, 2,123; LEE B. BRAWNER, exec. dir., Metro. Library Sys. of Okla. Cnty., Okla. City, 3,021; David R. McDonald, 2,277; Helen M. Gothberg, 2,467; Elizabeth B. Day, 1,964; James R. Wright, 2,129; James A. Nelson, 2,417; Janice Jean Beck, 2,315; FAY M. BLAKE, SLIS, UC/Berkeley, 2,699; ALPHONSE F. TREZZA, exec. dir., NCLIS, 4,053; W. Vern West, 1,833; Samuel F. Morrison, 1,762; HARDY R. FRANKLIN, dir., D.C. PL, 2,839; RHEA JOYCE RUBIN, L. Svcs. to the Blind & Phys. Handicapped, Oregon State L., 3,137; JACQUELINE G. MORRIS, consultant, Div. of Instruc. Media, Dept. of Pub. Instruc., Indianapolis, 2,551*; Joseph J. Anderson, 2,290; JAY K. LUCKER, dir. of libraries, MIT, Cambridge, 2,767; Joseph A. Boisse, 2,082; Leslie Burk, 1,645; Diana L. Spirt, 1,794; SILVIA DELGADO ESPINOSA, asst. librarian, La. State U., Baton Rouge, 2,583; Tyron David Emerick, 2,046; Cecil P. Beach, 1,880; Charles E. Miller, 2,126; Cozetta W. Buckley, 1,684; FRANK A. STEVENS, chief, Div. of Library Programs, USOE, 2,967; Susan K. Schmidt, 2,311; MARILYN L. HINSHAM, head of public services, Daniel Boone Reg. L., Columbia, Mo., 2,824; Ed Seidenberg, 1,992; Katharine C. Hurrey, 1,785; Mary A. Hall, 2,384; Lora Landers, 2,379; M. Jamil Qureshi, 1,715; ROBERT D. STUEART, dean, Simmons Col./SLS, Boston, 2,696; WILLIAM J. WELSH, deputy Librarian of Congress, LC, 3,637; Stefan Moses, 1,939; Richard E. Ostrander, 2,122; Anthony W. Miele, 2,404; Diane Gordon Kadanoff, 1,982; Joan E. Griffis, 1,988; Tze-Chung Li, 1,994; Mimi B. Penchansky, 1,874; Joan Neumann, 2,275; Joan K. Marshall, 1,966; PEGGY O'DONNELL, dir., SLICE Office, Southwestern LA, Dallas, 2,692; PATRICIA B. POND, assoc. dean, U. Pittsburgh/GSLIS, 2,692; Alvis H. Price, 1,689; Joseph Sullivan, 2,027; JOAN COACHMAN DURRANCE, doctoral cand., U. Michigan/SLS, Ann Arbor, 2,568; Patricia A.

"The agony of defeat" doesn't seem to apply to presidential runner-up Richard Dougherty as he and Ann Dougherty enjoy the Inaugural Banquet. Richard believes he will be busy enough as the new University of Michigan librarian.

*Elected for unexpired term (1978–79).

Career LEADS

Library Employment And Development for Staff

Because of the many career notices and LATE JOBS received, LEADS has been modified again to provide our readers with the largest number of positions possible. CAREER LEADS will print articles as well as notices whenever space permits.

Placement Guide

The 1978 edition of "Guide to Library Placement Sources" is now available from the ALA Office of Library Personnel Resources. The 7-page "Guide" lists such sources of job information as joblines, state agencies, library associations, and overseas programs. Also included are general tips on job hunting. Send self-addressed, stamped envelope: OLPR, 50 E. Huron St., Chicago, IL 60611.

Salary Study

A $9,000 wage differential exists between male and female salaries at the top of the library profession in Canada, according to a three-year study of library career paths funded by the Canada Council. Although men and women in librarianship begin with the same salary, more men move to the top and receive more pay than women at the same job level.

The details of the study, conducted by two University of Waterloo sociologists, Linda Fischer and Mary Ann Coe, and two Toronto librarians, Sherrill Cheda and Phyllis Yaffe, appear in the "alternative library journal" *Emergency Librarian* (vol. 5, no. 3, available at $2), 46 Gormely Ave., Toronto, M4V 1Z1.

Placement Center Totals
Annual Conference 1978

Job Category	Applicants	Jobs
Administration-Academic	178	73
Administration-Government-Special	63	23
Administration-Public	164	76
User Services	609	146
Technical Services	223	115
School Library	44	7
Library Schools	23	24
Audiovisual	37	9
Information Systems	32	34
Totals	1,373	507

1977 Annual Conference

Applicants	1,515
Jobs	455

1976 Annual Conference

Applicants	1,995
Jobs	530

LATE JOB NOTICES

For September issue, call (312) 944-6780 x326 AFTER August 10. Listings taken by phone as space permits. 10 lines maximum (approx. 100 characters and spaces per line), $10/line. ALA institutional members 10% off.

ADULT SERVICES LIBRARIAN. Responsible for administration of adult department, including book selection. ALA-accredited MLS, experience desirable. Entry $9,852. Send resume by Aug. 25: System Administrator, Coeur d'Alene-Kootenai County Library System, 703 Lakeside Ave., Coeur d'Alene, ID 83814.

LATE JOB NOTICES CONTINUED ON PAGE 418

LATE JOB NOTICES CONTINUED FROM PAGE 417

LIFE SCIENCES LIBRARIAN, (search reopened). Available in new 200,000-volume science engineering library. Emphasis will be placed on fulfillment of life sciences collection development policies, on communication with faculty utilizing the life sciences collection, and on acquisitions of life sciences reference skills, including the ability to conduct online searches. Supervisory responsibilities for 2½ FTE clerical staff in the area of serials processing for online check-in, claiming, invoice payment, and binding routines is also a component of this position. Accredited MLS. Hiring salary $11,500-$12,500 depending on qualifications and experience. Deadline for application Sept. 30. Send letter and resume: Robert L. Ireland, Personnel Officer, Northwestern University Library, Evanston, IL 60201. An equal-opportunity employer.

LIBRARIAN-OPERATIONS. Available Oct. 1. Responsible for coordinating all data entry and machine readable record management for OCLC and in-house data bases, including promoting and streamlining computerized production operations. Supervise and train staff using OCLC and other automated systems. ALA-accredited MLS required. 3 yrs.' professional and 1 yr's. supervisory experience, and experience using OCLC or other network highly desirable. Ability to write, plan, organize, train, and coordinate a production operation desirable. Salary minimum $15,500. TIAA/CREF, Blue Cross-Blue Shield, major medical, 20 days vacation. Send letter of application with resume and 3 references by Sept. 15: Harold Baker, Chairperson, Operations Search Committee, Cunningham Memorial Library, Indiana State University, Terre Haute, IN 47809. ISU is an equal-opportunity, affirmative-action employer.

ACQUISITION LIBRARIAN, (search reopened). Entry-level position. Responsible for procurement of library materials and maintaining contacts with book trade. Participates in collection development. We are looking for a person who is a self-starter and can work with minimum supervision. This is a position of increasing responsibilities, with potential for growth in technical services area. ALA-accredited MLS, competency in acquisitions procedures, and familiarity with OCLC and MARC format required. Will work part time at other duties. Faculty status. TIAA. Salary range $10,000-$11,500. Position available immediately. Apply: Librarian, MacMurray College, Jacksonville, IL 62650. An equal-opportunity, affirmative-action employer.

RARE BOOK CATALOGER. Catalogs books, broadsides, maps, and pamphlets for rare books collection. MLS, working knowledge of Latin and Greek, substantial cataloging experience, and ability to work well with others required. Working knowledge of German and rare book cataloging highly desirable. $12,000 minimum. Apply by Aug. 25: Dave Dowell, Perkins Library, Duke University, Durham, NC 27706.

DOCUMENTS CATALOGER. Catalog U.S. and U.N. publications and will supervise a copy cataloger. MLS, 2 yrs.' successful cataloging experience and supervisory ability required. Knowledge of serials, documents, and computerized cataloging desirable. $12,000 minimum. Apply by Aug. 25: Dave Dowell, Perkins Library, Duke University, Durham, NC 27706.

REFERENCE BIBLIOGRAPHER. 2 full-time positions are available in the library for reference/bibliographers in the humanities and in science/engineering. Both positions are half-time reference, half-time collection development. Requirements: MLS, 3 yrs.' professional experience in reference and/or collection development in an academic or research library and background in the humanities or sciences. Language proficiency required for position in humanities. Preferred: second master's degree, additional language proficiency, strong service orientation, and for the science/engineering position, training in machine searching of data bases. Salary $14,000-$18,000. Starting date Oct. 15 (negotiable). Generous State of Ohio fringe benefits. Application deadline Sept. 1. Send resume: Brian Ruddick, Chair, Search Committee, University Libraries, Cleveland State University, Cleveland, OH 44115. An equal-opportunity employer, M/F/Handicapped.

RARE BOOK LIBRARIAN, DEPARTMENT OF RARE BOOKS, MANUSCRIPTS, AND ARCHIVES. Selects, acquires, and provides reference service, chiefly in early printed books, European history and literature, and book arts. Responsible for all departmental cataloging operations; does all original monograph cataloging and supervises cataloging with LC copy. Directs activities of a small cataloging staff. Helps to prepare and sometimes originates exhibitions and other special events. ALA-accredited MLS and 2 yrs.' cataloging experience, preferably in a rare book department. Advanced degree in European history or literature. Reading knowledge of Latin and French. Knowledge of descriptive bibliography and familiarity with OCLC desirable. Salary $13,000 or higher depending on qualifications and experience. Application deadline Sept 15. Send resume, including names and addresses of 3 references: Ruth Susat, Administrative Assistant to the Director of Libraries, The University of Rochester Library, Rochester, NY 14627. An equal-opportunity employer, M/F.

REFERENCE LIBRARIAN/SUBJECT BIBLIOGRAPHER. Reference department. Responsibilities include general reference in the social sciences and humanities including computer literature searching, collection development, and liaison with faculty in sociology and Afro-American studies, bibliographic instruction. Qualifications: ALA-accredited MLS and 2 yrs.' professional experience in reference and collection development in an academic library preferred. Undergraduate major in sociology or Afro-American studies preferred; some graduate work desirable. Salary $12,500 or higher depending on qualifications and experience. Attractive benefits. Application deadline Sept. 15. Send resume, including names and addresses of 3 references: Ruth Susat, Administrative Assistant to the Director of Libraries, The University of Rochester Library, Rochester, NY 14627. An equal-opportunity employer, M/F.

COLLECTION DEVELOPMENT OFFICER (to be assistant university librarian). 1978-79 supervise a collection analysis project. Sept. 1979: administer book budget of $1.2 million, coordinates selection done by specialist for a collection of approximately 3 million volumes. Requirements: MLS, strong academic background in humanities and social sciences, extensive experience in collection development in an academic library, ability to work harmoniously with faculty and staff. Salary minimum $20,000. Apply by Aug. 25: Dave Dowell, Perkins Library, Duke University, Durham, NC 27706.

LATE JOB NOTICES CONTINUED ON PAGE 419

REFERENCE LIBRARIAN. Opening Sept. 1 for an ALA-accredited MLS with public library adult reference expertise. Departmental strength of 6 FTE's functioning in a dramatic 4-year-old building serve a culturally sensitive west central Illinois college community. Appropriately professional fringe benefits + COLA and merit increases complement the starting salary of $10,200. Send resume: Michael G. Garrison, Head Librarian, Quincy Public Library, 526 Jersey St., Quincy, IL 62301. An equal-opportunity, affirmative-action employer.

2 LIBRARIAN IV POSITIONS: BUSINESS AND SCIENCE; HUMANITIES. Duties as head of the department will administer, plan, coordinate, supervise, and evaluate activities of the department. Responsible for 5 FTE, general reference and reader's guidance, materials selection and evaluation, participation in systemwide planning. Requirements: ALA-accredited MLS, some working experience in public libraries, ability to supervise other personnel and manage workflow/tasks. Ability to meet and deal with people effectively. Knowledge and background of subject area desired. Salary $13,428-$17,148. Apply: Miss S.L. Harris, Assistant Director, Salt Lake City Public Library, 209 East 5th South, Salt Lake City, UT 84111. Phone (801)363-5733 for appointment.

SERIALS/REFERENCE LIBRARIAN. Supervise department processing 1,400 subscriptions and monographic serials and select new titles. Share reference duties and assist in monitoring approval plan in one academic area. Business or science background especially desirable. ALA-MLS + some experience. $10,200-$10,900. Send letter and resume by Sept. 10: Charlene Hurt, Mabee Library, Washburn University, Topeka, KS 66621. An equal-opportunity, affirmative-action employer.

DIRECTOR, ROCK ISLAND PUBLIC LIBRARY. Present director resigning effective 9/5/78 to accept advancement. Require ALA-accredited MLS + appropriate administrative experience in public library. Book collection 165,000 volumes, budget $475,000, staff of 27 FTE, main library, 3 branches, and bookmobile. Salary $17,500. Submit resume with references by 9/1/78: Charles O. Austin, Jr., President, Board of Trustees, Rock Island Public Library, 4th Ave. and 19th St., Rock Island, IL 61201. An equal-opportunity, affirmative-action employer.

LIBRARY DIRECTOR for a public library in a progressive community of 7,800 with a service area of 29,000 in the lakes area of southwest Michigan. Staff of 10 and 1 branch. Requires ALA-accredited MLS and residence in city. Salary $11,500-$13,000 based on experience, qualifications, and education. Send resume by Aug 31: Henry E. Graper, City Manager, POB 430, Dowagiac, MI 49047. Phone (616) 782-2195. Mark envelopes "Application for Library Director."

CAREER OPPORTUNITIES

Guidelines

The American Library Association requires a salary range for all "Positions Open." "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 consecutive issues.

Positions Open or Educational Notices (Please state format desired):

Line-by-line: $2.50/line. ALA institutional members receive 50% off ($1.25/line).
Display: Boxes, larger type, prominent format. $25/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago IL 60611.

Back-page classifieds: For services, sales, merchandise, personals, general announcements. See back page of magazine for details. $2.50/line through July/August issue. $4/line afterward.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices

As space permits, late jobs are taken after the general copy deadline has passed. **By phone only, after 10th of the month.** $10/line ALA-institutional members 10% off. See complete instructions in section.

Address

Place all notices with Connie Pacholski, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

If your institution or organization would like its jobline listed free, send formal authorization to *American Libraries*, LEADS.

ARIZONA Job Hotline: (602) 278-1327. To list a position write: POB 3516, Phoenix, AZ 85030.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Sacramento, CA 95814 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

COLORADO State Library Jobline: (303) 839-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 839-2174.

CONNECTICUT Valley Chapter, Special Libraries Association. For position openings and to list a position with Employment Clearinghouse: phone Adele Clark (203) 248-9032.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, Supreme Court Building, Tallahassee, FL 32303 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 9 am–2 pm.

METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Mary Jones, Library Planning Office, Council of Governments, 1225 Connecticut Ave., NW, Washington, DC 20036 or phone (202) 223-6800 x344.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Iowa Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LISTINGS ONLY.**

NEW JERSEY Library Association: (609) 695-2121. To list a position phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 687-1352. To list a position: write NYLA, 60 E. 42 St., Suite 1242, New York, NY 10017, or phone (212) 687-6625.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position call: (919) 733-2570.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a position (members and non-members): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelope to Marcia Hershoff, Greenbrier Rd., Greenville, RI 02828. To list a position contact Candace Civiak, Systems Office, Providence Public Library, 150 Empire St., Providence, RI 02903. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a position: write Paul Morton, Ralph M. Parsons Co., 100 W. Walnut St., Pasadena, CA 91124 or phone (213) 440-4044.

UNIVERSITY OF SOUTH CAROLINA College of Librarianship Jobline: (803) 777-8443. To list a position write: Admission and Placement Coordinator, College of Lib. anship, University of South Carolina, Columbia, SC 29208.

VIRGINIA Library Jobline: (804) 355-0384. To list a position write the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

POSITIONS WANTED

MLS seeks challenging position with special/academic libraries. Experience: management, cataloging serials and monographs, all aspects of serials work, use of OCLC, reference, circulation. Fluent Spanish, reading knowledge of Italian and French. **Box B-748-W.**

MLS, UNC (expected graduation: Aug. '78). 3 yrs.' experience: academic library—serials, acquisitions, bibliographic searching; public library—circulation, reference. Library school curriculum geared to reference and information services. Am exploring opportunities in reference work in the northwest and midwest. Please contact: S. Auld, Route 2, Box 453A, Durham, NC 27705.

MLS, SUNY ALBANY, '76 seeking entry-level public services/reference/government documents/ILL/library orientation position. Public, academic, special library. Have 1 yr. circulation department experience (clerical). Will relocate. Resume: R. Welton, RFD #1, Box 97F, Monticello, NY 12701.

MSLS DREXEL '78, BA Barnard history, seeks entry level position academic library, preferably acquisitions or circulation, reference, gift/exchange, ILL. Experience: bookstore clerk, library assistant. F. G. Hoenigswald, 908 Westdale Ave., Swarthmore, PA 19081.

ALBUQUERQUE LOCATION DESIRED. MLS with varied experience in university, public, and school libraries. Also have MLA certification. LSCA grant experience. Public relations orientation. Seeking either full or part-time position. Write S. Clayton, 601 S. Craycroft Rd., Tucson, AZ 85711.

CHILDREN'S/ADOLESCENTS' LITERATURE, PhD '78, Michigan State University. Library Science cognate '77, the University of Michigan. Seeking faculty position teaching materials selection and services to children and young adults in a school of library science. Will relocate. Contact: S. G. McNamara, 301 Erickson Hall, Michigan State University, East Lansing, MI 48824.

CATALOGING PROFESSOR, Ph.D., 14 yrs.' teaching experience, excellent references, widely published, available either in Sept. '78 or Jan. '79. No geographic limitations. Minimum salary $18,000 per academic year. D. J. Lehnus, POB 976, Washington, DC 20044.

LIBRARY CONSULTANT for collections without full-time professionals. Specialist in cataloging, evaluation, planning, and book reviewing. Write for information and references. Will accept consultations anywhere during summer. Contact Bet Yoatz Library Services, 6247 N. Francisco, Chicago, IL 60659. (312) 262-8959. Also Judaica specialist for larger libraries. BA, MS Columbia.

TWO LIBRARIANS will split position in small western town or city. Experience in public, school, special libraries. Both hold ALA-MLS and teaching certificates. Have background in reference service, AV, indexing, computers. For resumes write J. and L. Schallan, 4646 Los Feliz, #221, Los Angeles, CA 90027.

EXPERIENCED HEAD OF TECHNICAL SERVICES wants job exchange or sabbatical replacement position, New York City area, 1978/79 academic year, in order to accompany spouse on sabbatical. Academic and public library background, Dewey, LC, serials, some reference, teaching, and consulting. Position offered includes supervision 6–7 FTE in acquisitions, cataloging (COM catalog well established), and serials. Salary $14,600. E. Newberg, Parmly Billings Library, 510 N. Broadway, Billings, MT 59101 (406) 248-7393.

INTERLIBRARY LOANS LIBRARIAN. MS in library science, administrative experience as department head seeking reference/ILL position in Wash., D.C. area. Must relocate. Online searching and foreign language expertise. Vita from D. M. Beachell, Extension Loans Librarian, Out-of-State Lending Division, University of Illinois, 231 Library, Urbana, IL 61801.

VIETNAMESE REFUGEE. MLS, Queens, Ph.D. interdisciplinary studies in humanities, social sciences. Seeking position in academic/public/special library, teaching, or library services to Vietnamese refugees or minorities. Location: Metro NY or Southern California. Contact: Nguyen, 175 Willoughby St., 10N, Brooklyn, NY 11201 or 8300 Chapman Ave., #47, Stanton, CA 90680.

RETIRING PUBLIC LIBRARY DIRECTOR desires position as consultant or as an interim public library director. Extensive experience in management, budget preparation, public relations, personnel, building planning. Southeast location preferred. Reply **Box B-749-W.**

MLS UNIVERSITY OF WISCONSIN/MADISON. MA, BA art history. Experience in art, university, and public libraries. Read German, French, Italian. Seeking art related entry-level position in academic, public, or special library. Available immediately. Will relocate. Resume: A. Foley, 5326 S. Cornell #212, Chicago, IL 60615.

MLS, SPECIAL. BA social sciences, history, elementary education. Seeking reference/cataloger librarian position, children's, or any librarian position in public, special, academic library. Have preprofessional experience in public, academic reference and in academic cataloging. Will relocate. Contact M. Tisdale, 1044 Toll St., Eddystone, PA 19013, (215) 872-1964.

MSLS UNC '77 seeks entry level art library or general reference position. BA '76 Mount Holyoke College, art history major. Intermediate French. 2 yrs.' experience with slide collection classification and development. 9 months' experience in zoology library. Willing to relocate. Resume: L. Abrams, 220 McCauley St., Chapel Hill, NC 27514.

LIBRARIAN seeks position in reference or acquisitions. OCLC and computer experience. BA English. Knowledge of German. Will complete MLS (ALA-accredited) this August. Willing to relocate. Resume: R. A. Fisher, Box 184, RD #3, Middleburg, PA 17842.

PUBLIC LIBRARY PUBLIC SERVICE POSITION. MLS Indiana University, 1978; BA, foreign languages. Preprofessional experience in high school, public and academic libraries: reference, circulation, serials, OCLC, handicrafts, story-hours. Wish to be involved in reference, selection, adult programming, reader advisory. Available immediately, will relocate. J. Haigh, 4838 Monac, Toledo, OH 43623.

ALA-MLS DREXEL '76, BA Penn State history, seeks entry level position. Will work any department. Experience: librarian at hospital for 7 months. Can relocate. M. L. Freed, 4843 Marshall St., Philadelphia, PA 19120.

MLS RUTGERS '77 - Educational media specialist. Seeking position in New Jersey high school library. Possess New Jersey Educational Media certification and English Secondary Teaching certificate. Experienced in large academic university, hospital library, and high school library (media center). Resume: J. Picon, 2 Sawbuck Rd., Freehold, NJ 07728.

AUDIOVISUAL LIBRARIAN, Ed.S. in instructional technology. MLS. Seeks position in Baltimore-Washington area. 1 yr's. experience, including OCLC print and nonprint cataloging. Also PLATO experience. Variety of AV production skills, including video, film, graphics. **Box B-750-W.**

ALA-MLS (University of Illinois) desires position. Strong background in humanities, music. Have had science, humanities, medical reference, cataloging, automation, French, Spanish. Flexible; but prefer small public school library. Write: L. Shelby, Box 3234, Champaign, IL 61820.

EDUCATIONAL OPPORTUNITIES

Council on Library Resources, Inc.

PROFESSIONAL DEVELOPMENT PROGRAMS FOR LIBRARIANS, 1979-80

Fellowship Program. **A.** Awards will be made to outstanding librarians for individually devised research projects that will improve their knowledge of the substantive issues affecting librarianship. **B.** For the first time this year, an additional group of awards will be made for proposals that focus on specific aspects of a designated topic. The 1979-80 topic: *Library-Publisher Relations: An Exploration.* Applicants in both categories must have leaves of absence of not less than 3 months. Award: expenses of project, excluding salary. **Deadline: November 1, 1978.**

Academic Library Management Intern Program (ALMIP) and ***Health Sciences Library Management Intern Program (HSLMIP.)*** Interns will work closely for a year with the director and top administrative staff of either a large general academic library or academic health sciences library. Health sciences interns will also spend some time at the National Library of Medicine. Applicants must have 5 years of appropriate experience. Award: up to $25,000 covering salary and benefits. **Deadlines: ALMIP: October 20, 1978; HSLMIP: November 10, 1978.**

For further information and applications, send a self-addressed #10 envelope or mailing label to the program of interest, **Council on Library Resources, One Dupont Circle, Suite 620, Washington, DC 20036.**

ACADEMIC LIBRARY

HEAD OF SCIENCE AND TECHNOLOGY LIBRARY

The University of Wyoming libraries are seeking a qualified applicant to direct the activities of its science and technology library. The individual will be expected to continue to develop innovative services and programs, and to insure effective continuation of current service activities, in conjunction with the director of libraries and the university community.

Responsibilities include the daily operation of the library, management of the Bibliographic Database Search Service, and 2 library service contracts with the Laramie Energy Research Center, a DOE installation, and the Wyoming Energy Extension Service. Liaison work with state and regional medical information networks will also be required. The library staff consists of 10 clerical and 2 professionals with a collection of 158,000 volumes and 2,500 periodical subscriptions.

Qualifications: ALA-accredited MLS with 5–7 yrs.' academic or research library experience, a minimum of 3 yrs. in a managerial/administrative setting. A science background by degree work or experience, is required. Salary $15,000 minimum, 12-month tenure track appointment.

Send resume and names of 3 references by August 15:

Jean S. Johnson, Coordinator of Public Services, Coe Library, Box 3334, University Station, University of Wyoming, Laramie WY 82071

An equal-opportunity, affirmative-action employer.

Assistant head of acquisitions. Responsible for the functions of the searching and receiving sections in the acquisitions dept. at the University of Cincinnati libraries. Assists the head of acquisitions in managing the centralized acquisitions function (monographs & serials) for the university system, including supervision of support staff and student assistants, planning and coordinating work of the 3 sections within the department, budget preparation and administration, liaison with other departments, and formulating policies and procedures for the department. There are 15 full-time staff members in the department. Master's degree in library science or information science and a minimum of 3 yrs.' experience in acquisitions/serials work are necessary qualifications. Knowledge of foreign languages (German and/or French/Spanish) and OCLC or automated techniques is desirable. Salary based on qualifications and experience. Minimum $13,500. **Send resume and names of 3 references by Sept. 20:** Carol Reed, Administrative Assistant, **University of Cincinnati Libraries, Cincinnati, OH 45221.** The University of Cincinnati is an equal-opportunity, affirmative-action eployer.

Assistant librarian, circulation-science. Search reopened. Supervise student help, circulation, and reserves; binding and displays; responsible for separate science library. Accredited MLS required; faculty rank and benefits; $9,500 minimum; 12-month appointment, 1-month vacation. **Send resume by Sept. 5:** Frederick Smith, Librarian, **Westminster College, New Wilmington, PA 16142.** An equal-opportunity, affirmative-action employer.

Assistant to the director. Staff officer reporting to the director. To assist in personnel planning, recruitment, and staff development; budgetary administration; preparation of grant proposals; research and development. ALA-accredited MLS, 3 yrs.' administrative experience. Salary commensurate with qualifications, minimum $18,000. Faculty rank, 21 days vacation + academic holidays. **Letters of application must be received by Aug. 15:** Screening Committee, Assistant to the Director, **University of Oklahoma Libraries, 401 West Brooks, Room 141, Norman, OK 73019.** An equal-opportunity, affirmative-action employer.

Associate university librarian (public services). Administers the public service functions of the university library. Responsible for the development, implementation, monitoring, assessment, and modification of all library services in support of research, instructional, and public functions of the university. Participates in general administration planning and budgeting processes in university library. Responsible for organization and staffing of service units and allocation of resources (except for acquisition of materials) allotted to the service function of the library. For units supervised, provides administrative guidance, recommends selection of unit heads and evaluates their performance, provides guidance in their participation in library's planning activities. Qualifications: evidence of ability to administrate in a complex organizational environment and to articulate goals and programs. Competence in planning, setting objectives and priorities, communicating, and organizing for effective action. Normally a candidate must have a professional degree from an accredited library school program. Salary from $28,400. **Closing date for applications Aug. 31.** Send statement of qualifications, full resume, names of at least 3 references: Anthony Greco, Assistant University Librarian (Personnel), **University Research Library, University of California, Los Angeles, CA 90024.** An equal-opportunity, affirmative-action employer.

Associate university librarian (technical services and bibliographic products), UCLA Library. Responsible for the technical services and bibliographic products activities in the campus library system which adds approximately 117,000 volumes per year. Candidates must show evidence of strong administrative skills and ability to function in a complex organizational environment, competence in planning, setting objectives and priorities, communicating, mobilizing for effective action; capability of working effectively with various academic, library, and public groups as well as with individuals; thorough and detailed understanding of concepts and automation in research libraries and trends in their development at local and national levels; ability to articulate and advocate goals and programs of library service. Normally a candidate must have a professional degree from an accredited library school program. Salary from $28,400. **Closing date for receipt of applications is Aug. 31.** Applicants should write to Anthony Greco, Assistant University Librarian (Personnel), **University Research Library, University of California, Los Angeles, CA 90024,** including with their letter a complete statement of their qualifications, a full resume of their education and relevant experience, and the names of references who are knowledgeable about their qualifications for the position. An equal-opportunity, affirmative-action employer.

Central Washington University

DEAN OF LIBRARY SERVICES

The Dean has primary responsibility for all library operations with a budget of $1.4 million, staff of 62, and reports to the vice president for academic affairs. The library includes traditional resources and an extensive learning resources division.

Applicants must have an ALA-accredited MLS, additional graduate study, 10 yrs.' increasingly responsible academic library experience, and positive philosophy and commitment to the values of all forms of learning resources. Desirable qualifications include a second graduate degree, preferably an earned doctorate, and significant training and experience in instructional media. Salary for 12 months minimum $26,937, with liberal fringe benefits, including TIAA/CREF.

Submit resume and statement of philosophy regarding library services and other forms of learning resources ***postmarked by Sept. 15:***

Dr. Donald Schliesman, Chair, Library Search Committee, Central Washington University, Ellensburg, WA 98926.

An equal-opportunity, affirmative-action, Title IX employer.

Audio-visual librarian. To take charge of audio-visual department in university library. Support staff consists of 1 technician, 2 clerks, and student assistants. Requires ALA-accredited MLS and at least 3 yrs.' relevant experience. Additional subject degree or graduate work desirable. Salary $15,000, 12-month contract. Apply: Dean, Library Services, **West Virginia University, Morgantown, WV 26506.** An equal-opportunity, affirmative-action employer.

Catalog department head, University of California, Santa Barbara, announces a continuation of its search for an experienced librarian to manage and direct a staff of 50 including 12 professionals. The position offers considerable challenge and opportunity in planning for and implementing an automated cataloging system within the context of the university's 9-campus master plan for development of libraries. Minimum salary $21,276. (Top of present range $29,496. Salaries are expected to increase July 1.) **For more information write by Nov. 1:** Keith C. Blean, Assistant University Librarian, **University of California, Santa Barbara, CA 93106.** An equal-opportunity, affirmative-action employer.

Documents librarian, Louisiana Tech University, a regional depository for federal documents and a full depository for state documents, invites applications for the position of documents librarian. MLS required and extensive experience in an academic documents library is highly desirable. Duties include organization and maintenance of the documents libraries, research and reference services in the use of public documents, supervision of Civil Service and student employees, preparation of required reports, and some lecture and briefing tours of the library. Occasional night and weekend duty are included in normal schedule. Starting salary of $10,000 for 9 months and faculty rank of assistant professor may be negotiated

DIRECTOR
HUMANITIES RESEARCH CENTER
The University of Texas at Austin

•Applications and nominations are invited for the position of director of the Humanities Research Center. Candidates should be experienced in administration of special collections of rare books and manuscripts and related materials. In addition, candidates must be productive scholars and must qualify for a tenure appointment in one of the academic departments of the university. Salary minimum $30,000. All applications must include a complete curriculum vitae and the names of at least 3 persons who might serve as referees. Do not include materials that must be returned. ***The deadline for receipt of applications is September 1, 1978.***

Address communications:

Dr. Eldon Sutton, Vice-President for Research, The University of Texas at Austin, Main Building 303, Austin, TX 78712.

The University of Texas at Austin is an equal-opportunity employer with an approved affirmative-action program.

REFERENCE LIBRARIAN

Provide general reference service, student orientation and bibliographic instruction, and online bibliographical retrieval; select for reference and general collections. ALA-accredited MLS, knowledge of at least 1 modern foreign language, and relevant academic library experience required. Online searching skills desirable. 12-month position open Aug. 1. Salary range $11,500–$12,500. Liberal fringe benefit program. ***Send resume and references by Aug. 15:***

Milton Crouch, Asst. Director for Reader Services, Bailey Library, University of Vermont, Burlington, VT 05401.

An affirmative-action employer.

for applicant with more than minimum experience. **Deadline for application is Aug. 15,** with target date of Sept. 1. Send application including references and vita: Sam Dyson, Director of Libraries, **Louisiana Tech University, Ruston, LA 71272.** Louisiana Tech is an equal-employment, affirmative-action employer.

Head of circulation. Responsible for circulation services including reserves; coordinating, training, and supervision of support staff and student assistants; stack supervision. ALA-accredited MLS, second master's degree in business desirable; minimum 3 yrs.' professional library experience with demonstrated supervisory and administrative ability in an academic library. Knowledge of automated circulation systems. Faculty rank. 40-hour week. Salary range $11,100–$14,500. Fringe benefits. Submit letter of application and resume: Helvi Walkonen, Librarian, **Northern Michigan University, Marquette, MI 49855.** An equal-opportunity, affirmative-action employer.

Head of technical services, Garrett-Evangelical Theological Seminary. Responsible for original cataloging and classification, maintenance of the card catalog, coordination of the computerized library operations, preparation of materials for bindery, and supervision of all technical processes. MLS with 3 yrs.' experience in cataloging and previous experience with computerized library programs is necessary. Working knowledge of 2 or more foreign languages, especially German and French. Hiring range is $11,000–$13,000. Position available immediately. Send resume and names of 3 references: Alva R. Caldwell, Head Librarian, **Garrett-Evangelical Theological Seminary, 2121 Sheridan Rd., Evanston, IL 60201.**

Head librarian. Directs all library activities and performs reference function in multimedia special library of business and educational materials at accredited nontraditional educational institution. Primary users are faculty and staff. Accountabilities include budgetary planning and control, selection of materials, and personnel management. Library staff of 2 professionals and 2 paraprofessionals. Experience with business literature and online searching required; familiarity with OCLC required. ALA-accredited MLS and 2 yrs.' administrative experience required; additional business degree preferred. Faculty position. Minimum starting salary $14,000, with excellent benefits. Send resume: Dr. Denis Raihall, Vice President for Academic Affairs, **The American College, 270 Bryn Mawr Ave., Bryn Mawr, PA 19010.** An equal-opportunity employer.

Head, monographs order department. Administer the monographs order department which is responsible for the expenditure of $500,000 monograph budget. Supervises activities of 10 support staff in bibliographic searching, ordering, and receiving procedures. Maintains close liaison with serials department, collection development office, and library business office. Reports to associate director for technical services. Requires ALA-accredited MLS. Prefer previous professional library acquisition experience, knowledge of vendors and book trade, and supervisory experience. Knowledge of automated acquisition systems desirable. Faculty rank, 12-month appointment, TIAA/CREF, health insurance, usual benefits. $14,000–$16,000. **Send resume and names of 3 references by Aug. 31:** H. Lea Wells, Personnel Librarian, **University of Tennessee, Knoxville, TN 37916.** UTK is an EEO/affirmative-action/Title IX/Section 504 employer.

Head, reference-bibliographic services. Search reopened. Responsible to the assistant director of libraries for the planning, budgeting, staffing, and management of reference-bibliographic services at the University of Cincinnati libraries. These services include reference and general information, library orientation and instruction, patron bibliographic services, government documents and current periodicals and microforms. MLS degree and a minimum of 5 yrs.' professional experience in a large academic library, including experience in a reference department with progressively responsible administrative duties are necessary qualifications. Staff includes 12 librarians, 11 supportive staff + student assistants. New library building opening Fall 1978. Salary based on qualifications and experience, minimum $18,000. **Send resume and names of 3 references by Aug. 15:** Carol I. Reed, Administrative Assistant, **University of Cincinnati Libraries, Cincinnati, OH 45221.** The University of Cincinnati is an equal-opportunity, affirmative-action employer.

Librarian cataloger. Position available Sept. 1. Minimum qualifications: ALA-accredited MLS. Knowledge of and at least 2 yrs.' experience with Library of Congress material cataloging. Preferred: second master's degree and/or additional advanced degree or work, fluency in Spanish, and familiarity with automated systems. Salary about $17,000. Appointment at the rank of instructor with 12-month contract. This position can provide tenure track and the usual fringe benefits. **Application deadline Aug. 15.** Applicants should send letter of application, complete educational and professional vita, and credentials including at least 3 letters of recommendation: Leslie M. Gower, Director of Libraries and Learning Resource Program, **Learning Resource Center, Pan American University, Edinburg, TX 78539.**

Library automation assistant. As a senior member of the library automation department within the University of California's Systemwide Administration, defines campus and inter-campus requirements for library automation systems and services. Compares alternative systems, and develops financial plans for procurement of systems. Negotiates agreements for procurement of systems from external vendors and agencies. Coordinates implementation of systems at the university's 9 campuses through established channels. Develops training programs, and assists in revision of operating procedures. Coordinates resolution of contract problems, and monitors contractor performance. Qualifications desired: significant experience with library automation systems, library technical processing, systems analysis and management; ability to communicate effectively, both orally and in writing; ability to work well with large groups and with individuals at all levels. Salary $21,180–$28,080 depending on experience and qualifications. **Send letter and resume by Aug. 15:** Personnel Office, Box 06–303–33, **University of California, 2539 Channing Way, Berkeley, CA 94720.** An affirmative-action employer.

Library director. ALA-accredited MLS + MA or MS in secondary field required. Minimum 5 yrs.' experience including at least 3 of supervisory responsibility. Faculty rank, 12-month appointment, salary commensurate with rank and experience - minimum $16,500. Position open July 1, 1979. **Deadline for applications and nominations Aug. 31, 1978.** Send resumes and references: Dean Howard N. Peters, Chair, Librarian Search Committee, **Valparaiso University, Valparaiso, IN 46383.** An equal-opportunity, affirmative-action employer.

Map librarian. The Graduate School of Geography at Clark University is seeking a professional map librarian to oversee the acquisition, clarification, and use of a variety of materials including an extensive map collection, air photographs and images, and a small library. Education required: ALA-accredited MLS in library and information science with an interest or experience in map librarianship. Salary from $11,600. Send resume and 3 letters of reference: Leonard Berry, Acting Director, **Graduate School of Geography, Clark University, Worcester, MA 01610.** Clark University is an equal-opportunity, affirmative-action employer. Applications from women and microform policies and procedures, in-

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Periodical/microform librarian. New position for greatly expanded services in a new central library building at the University of Cincinnati. Responsible to the head of reference bibliographic services for the supervision of the periodicals and microform areas. Assists in formulating and implementing periodical and microform policies and procedures, including development of services and preparation of budget requests. Is responsible for collection maintenance and selection of materials with guidance of assistant director for collections. Gives specialized periodical and advanced reference service. Supervises 4 full-time staff and 4 FTE student assistants. MLS, 3 yrs.' professional experience or combination of advanced training and experience involving serials, and some supervisory experience are necessary qualifications. Knowledge of a modern European language and online data base search experience is desirable. Salary based on qualifications and experience, minimum $13,500. **Send resume and names of 3 references by Sept. 20:** Carol Reed,

Administrative Assistant, **University of Cincinnati Libraries, Cincinnati, OH 45221.** The University of Cincinnati is an equal-opportunity, affirmative action-employer.

Public services librarian for independent liberal arts college offering undergraduate and graduate programs. Responsible for planning, organizing, and directing circulation, reserve, and bookstack services in support of academic programs. Coordinates and participates in reference services and student orientation. Trains and supervises student assistants. Library has collection of 120,000 volumes and is a member of OCLC. Requirements: ALA-accredited MLS, 5 yrs.' professional experience in an academic library including at least 2 yrs.' administrative responsibility in public services, demonstrated professional, managerial, and public relations abilities. TIAA/CREF retirement plan. Salary $13,000. Position open Sept. 1. Send application, resume, transcripts, and 3 letters of reference **by Aug. 30:** Provost, **Hood College, Frederick, MD 21701.** An equal-opportunity employer.

Serials and documents librarian. Supervises serials and government documents department, also reference duties. Person expected to be involved in total library program. Applicants must have ALA-accredited MLS. Experience preferred. Position carries faculty rank of instructor. Salary $13,000 minimum depending on experience and qualifications. Send letter of inquiry, resume, transcripts, and 3 letters of reference **by Aug. 15:** Ondina Gonzalez, Director, **Memorial Library, Berry College, Mt. Berry, GA 30149.** An equal-opportunity and Title IX employer.

Technical service librarian. Person to be responsible for managing entire cataloging and processing operation including audiovisual materials. ALA-accredited MLS + 2 yrs.' cataloging experience required; knowledge of OCLC preferred. Minimum salary of $10,500 for 12 months; position available Sept. 1. Send letter of application, resume, and 3 letters of recommendation: B. A. Thompson, Director of Library Service, **Illinois Benedictine College, 5700 College Rd., Lisle, IL 60532.** Illinois Benedictine College is an equal-opportunity, affirmative-action employer and educator, M/F.

University archivist. Under immediate supervision of head of the reference department of the university library, to have charge of historical university records; off-campus public records in the regional depository; manuscript materials of regional interest; faculty, staff, and alumni papers and publications. Education: ALA-accredited MLS. Major in history or American studies desirable. Academic training in archival management required. 1–2 yrs.' archival experience desirable. Salary $10,000–$12,000, 12-month appointment. Position available Sept. 15. Contact: Robert Patterson, Reference Department, Library, **Michigan Technological University, Houghton, MI 49931.** An equal-opportunity educational institution/equal-opportunity employer.

University librarian, Arizona State University (vacancy search for 1979/80). Hayden Memorial Library is the geographic and academic hub of the campus and holds 1.3 million volumes and additional materials. Current annual acquisitions budget $1.7 million, 20% average growth rate. The library serves over 35,000 students + faculty and staff. It holds institutional membership in the Association of Research Libraries, the Center for Research Libraries, and AMIGOS Bibliographic Council. Staff includes 42 professionals and 100 support personnel. Arizona State University Library is an emerging service-oriented research library with emphasis on automated processing (including OCLC) and on collection development (pilot library for ARL's Collection Analysis Project). Qualifications: ALA-accredited MLS; doctorate preferred; knowledge of current trends and technology in librarianship; diverse experience and progressive growth in academic library management; budget expertise; human relations, personnel, and communication skills; appreciation of academic excellence, and a strong commitment to library support for scholarship, research, and instruction; ability to guide collection development. Salary $30,000 range–negotiable. **Application deadline: Sept. 30, 1978 postmark.** (Candidate to be available July 1, 1979.) Send cover letter responding to qualifications stated above, detailed resume, and names and addresses of 5 references: Dr. Noel J. Stowe, Chair, Advisory Search Committee, History Department, **Arizona State University, Tempe, AZ 85281.** Arizona State University is a committed equal-opportunity, affirmative-action employer.

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3 librarian positions. 1 catalog librarian with professional/supervisory responsibilities in an automated technical services environment. OCLC and/or automation background preferred. Serials and nonbook materials responsibilities. **2 reference librarians:** 1 with an academic background in the social sciences and 1 with an academic background in the biological sciences, health sciences, or engineering; reading knowledge of German or Spanish preferred; some work experience as a reference librarian in an academic/research library would be desirable. Duties include collection development, general and in-depth reference service to faculty, graduate and undergraduate students; user instruction. Qualifications include an ALA-accredited MLS, good interpersonal relations, and evidence of continued professional development; second master's degree desirable. Salary minimum $10,500. **For full consideration send resume, including names and addresses of 3 references, by Aug. 15:** Dr. Cynthia B. Duncan, Director of Libraries, **Old Dominion University, Norfolk, VA 23508.** An equal-opportunity, affirmative-action employer.

NATIONAL ASSOCIATION

MEDICAL LIBRARY ASSOCIATION
EXECUTIVE DIRECTOR

The Medical Library Association, an organization of international scope representing health sciences librarians and institutions, is seeking an executive director. Responsibilities include support services for the Board of Directors, personnel management, and financial and convention planning. Applicants should have effective communication skills, at least 5 yrs.' significant administrative experience, as well as involvement in association management. Library background or comprehension of issues in health sciences librarianship desirable. Salary range $30's–$40's, commensurate with background and experience.

Deadline for application September 30, 1978. Send resumes including the names of 3 references:

Director of Search Committee
Medical Library Association
919 N. Michigan Ave.
Chicago, IL 60611

COOPERATIVE AGENCY

Cataloger/reviser (serials). The California Library Authority for Systems and Services (CLASS) needs a serials cataloger to assume responsibility for the quality of records in the California data base for serials. Reviews contributed data base changes and additions, edits data input by clerical staff, and assists in investigating means for expanding and upgrading the data base to make it more useful for librarians and library patrons. Qualifications: must have minimum 3 yrs.' increasingly responsible experience in cataloging serials, preferably in a research library. Should have knowledge of serials cataloging practices in other types of libraries, experience in developing union lists of serials, and in cataloging for the CONSER project. Must have the respect of colleagues, ability to work independently, to make and defend professional judgments, and to appreciate and respond to points of view of librarians and patrons of all kinds. Should have experience supervising a clerical staff and making and fulfilling production schedules. Salary $14,000. Please send resume, including salary history and 3 references: Janice Tagart, Administrative Assistant, **CLASS, 1415 Koll Circle, Suite 101, San Jose, CA 95112.** CLASS is an equal-opportunity, affirmative-action employer.

Director for High Plains Regional Library System headquartered in Greeley, Colorado. Serves 9-county area of northeastern Colorado—over 70 special, academic, public, or school library agencies. Requirements: MLS or equivalent degree, minimum 3 yrs.' basic library work experiences, and additional 3 yrs.' administrative experience. Maximum FY79 salary of $17,500 with 2-month vacation and other fringe. **Application deadline Aug. 30.** Send resume, including current references: Search Committee, **High Plains Regional Library System, POB 1918, Greeley, CO 80631.**

LIBRARY EDUCATION

Assistant professor - technical services. Teaching in area of technical services, including bibliographic data base manipulation and newer systems of organizing knowledge. Doctorate or candidacy with completion within the year. At least 3 yrs.' work in technical services, experience with data base manipulation; teaching experience desirable. Salary $12,535–$17,500. **Apply by Aug. 15:** Dean Bernard S. Schlessinger, Graduate Library School, **University of Rhode Island, Kingston, RI 02881.** An equal-opportunity, affirmative-action employer.

Faculty positions, assistant professor level to start in spring semester, 1979. The 3 positions involve teaching in a combination of areas including: children's services (re-opened), special libraries, literature of science and technology, and information science. Doctorate and library experience desirable. Salary $14,500+ depending on experience and qualifications. Extra compensation for summer. **Application deadline Sept. 15.** Inquiries and resume with references: Robert Stueart, Dean, **School of Library Science, Simmons College, 300 The Fenway, Boston, MA 02115.** An equal-opportunity, affirmative-action employer.

PUBLIC LIBRARY

LIBRARY DIRECTOR
$26,000+

Growing library in active South Shore Long Island community (45,000 pop.) seeks experienced director. Must be strong in administration, communication, and leadership. ALA-accredited MLS required. Send resume: ***Paul V. Farrell, Oceanside Free Library, Oceanside, NY 11572.***

PUBLIC RELATIONS CONSULTANT

Public library system serving 8 counties on Maryland's eastern shore seeks a person to plan and develop a new public information program to promote system services and to serve as a consultant to member libraries. Work will include publicity through all media and arranging for the preparation and production of print materials. In addition to public relations and communications skills, the position requires initiative, energy, and consultant abilities. Qualifications: college degree. Undergraduate or graduate courses in journalism, communications or public relations or their equivalent in on-the-job training. 4–5 yrs.' work in communications/public relations including planning responsibility. Salary range $12,578–$16,379.

Closing date for applications Aug. 31. Send resume and references:

Mary Harispe
Eastern Shore Regional Library
POB 951
Salisbury, MD 21801

Assistant director for Eastern Shore Regional Library. Available Sept. 1. New headquarters under construction in beautiful Salisbury, Md. Reports to director of Wicomico County Free Library and its Board. ALA-accredited MLS required + 4–6 yrs.' professional experience with 2–4 yrs.' in upper management levels. Staff of 10 FTE. Salary range $16,842–$21,789. **Application deadline Sept. 15.** Send resume and 3 references: Arthur H. Goetz, Director, **Wicomico County Free Library, POB 951, Salisbury, MD 21801.** An equal-opportunity employer.

Assistant director. To replace incumbent assuming director's position on Jan. 1; vacancy available Nov. 1. Major responsibilities are coordination of selection and maintenance of adult book collection, administration of personnel functions and acting in director's absence. City-county library system serving 600,000 with main library, 19 branches, and budget of $4,500,000. MLS degree. Prefer 10 yrs.' experience with at least 3 in a major administrative position. Superior written and oral communication skills. Beginning salary $20,000–$25,000 based on qualifications and experience, plus generous fringe benefits. **Send resume by Oct. 1:** John S. Wallach, Assistant Director, **Dayton and Montgomery County Public Library, 215 East Third St., Dayton, OH 45402 (513) 224-1651.** An equal-opportunity, affirmative-action employer.

Branch librarian. Progressive county library system serving 270,000 has opening for Librarian I. Requires ALA-accredited MLS. Responsible for busy branch library. Supervisory experience desired. Salary range $10,725–$13,670. 19 days' vacation, health & life insurance. Sick leave, retirement plan. **Apply with resume by Aug. 18:** Carolyn Lloyd, Assistant Director Administrative Services, **Greenville County Library, 300 College St., Greenville, SC 29601.** An equal-opportunity employer.

Coordinator, media services for 6-county regional public library system serving 240,000 people in central Minnesota's lake country. Responsible for coordinating all media services in new 60,000 sq. ft. headquarters library (occupancy May 1979) and 19 branches. required as well, including some evening and Saturday hours. 3,400 sq. ft. media area with media desk and media production laboratory is included in the new facility. Headquarters located 70 miles from downtown Minneapolis-St. Paul and close to recreational areas. Requirements: ALA-accredited MLS or equivalent degree designated as acceptable by the Minnesota Board of Education. Minimum 2 yrs.' experience in a media services capacity. Ability to supervise others, to produce effective video and multi-media programming, and to develop and manage a progressive media operation. Reference experience desirable. Usual benefits, including paid medical plan. 1978 salary range $12,540–$15,060 (5 steps). Position available from Oct. 1. Please send resume with 3 references: Darro C. Willey, Director, **Great River Regional Library, 124 Fifth Avenue South, St. Cloud, MN 56301.** An equal-opportunity employer.

Coordinator, technical services for 6-county regional public library system serving 240,000 in central Minnesota's lake country. Supervises staff of 5, and is responsible for all phases of materials preparation and catalog maintenance. Some evening and Saturday reference duty required. Library is converting to a COM catalog, with data input to a vendor anticipated to begin this fall. New 60,000 sq. ft. headquarters library under construction with May 1979 occupancy. Headquarters located 70 miles from downtown Minneapolis-St. Paul and close to recreational areas. Requirements: ALA-accredited MLS or equivalent degree designated as acceptable by the Minnesota Board of Education. Minimum 2 yrs.' experience in a technical services capacity. Ability to supervise others, work with the public, and effectively manage a COM catalog operation. Some reference experience desirable. Usual benefits, including paid medical plan. 1978 salary range $12,540–$15,060 (5 steps). Position available from Oct. 1. Please send resume with 3 references: Darro C. Willey, Director, **Great River Regional Library, 124 Fifth Avenue South, St. Cloud, MN 56301.** An equal-opportunity employer.

County librarian for system serving 30,000 through recently renovated and expanded headquarters building, branches, and bookmobile. Staff 9 FTE, 1978 budget $112,000. Annual circulation approx. 81,000. Located 45 minutes from Myrtle Beach. Requirements: ALA-accredited MLS + 1 yr's. post-degree professional experience in public library. Salary range $10,683–$14,534. Position available immediately. Send resume: Dr. T. B. Clark, Chair, **Marion County Library, 115 Witcovers St., Marion, SC 29571.** An equal-opportunity employer.

County library director needed for heavily impacted area of northeastern Wyoming. Gillette is the hub of coal, oil, and uranium development in Campbell County. The new librarian will oversee a budget of $277,000 and the operation of the main library and 2 branches. Requirements are an ALA-accredited MLS and 3 yrs.' public library experience. Salary is $18,000 and negotiable. Position is open immediately. Send resumes: Placement Center, **Wyoming State Library, Supreme Court Building, Cheyenne, WY 82002.**

Director for Central Arkansas Library System, headquartered in Little Rock, Ark. Serves 2 counties, 6 branches, 2 bookmobiles, staff of 50. Requirements: ALA-accredited MLS + 5 yrs.' administrative/supervisory experience in public libraries. Salary $18,000+, 3 weeks vacation, and other fringe. **Application deadline Sept. 1.** Send resume, including current references: Search Committee, **Central Arkansas Library System, 700 Louisiana St., Little Rock, AR 72201.**

Director of county library with budget upwards of $96,000 serving population of 43,000+. New building located near 2 major metropolitan areas. ALA-accredited MLS and 1 or 2 yrs.' library experience. Salary range $10,322–$11,960. 20 days vacation. Contact: Elizabeth Wilson, Chair, **Lancaster County Library Board, Box 839, Lancaster, SC 29720.**

Head of technical & circulation services. Dynamic individual with strong record of accomplishments sought for an innovative public library servicing 38,000 people, 35 miles maintain and design online computer applications, management of cataloging and processing functions, administrate acquisition activities and collection development, supervision of circulation functions, supervision of 4.5 FTE technical services staff and 5 FTE circulation staff. Experience with maintenance and design of online computer applications, administrative and implementation abilities, technical services knowledge, and abundant energy required. Starting salary to $18,302 depending on quality of experience. Position open after August 1. Apply: Edward L. Whittaker, Director, **The Library, 2 Jean Walling Civic Center, East Brunswick, NJ 08816.**

Librarian II — children and youth. Salary $14,685–$19,802. Requires MLS with 2 yrs.' experience in professional library work at the level of Librarian I including 1 yr's. experience in children and youth. Contact: **City of Phoenix Personnel Department, 10 N. Third Ave., Phoenix, AZ 85003.** An equal-opportunity (M/F) affirmative action employer.

Librarian for public library in Osceola, Ark. Position open immediately. Duties include programming for children and adults, P.R., public service, and much more. Must be flexible, energetic, and progressive. ALA-accredited MLS and some experience preferred. This is a temporary position which will last at least 1 yr. Applicant must be unemployed 30 days. Salary $10,000. Send resume and 3 references: Director of Libraries, **Mississippi County Library System, Blytheville Public Library, 200 North 5th St., Blytheville, AR 72315.**

Library director to replace retiring director of the West Hartford Public Library. System consisting of main and 2 branch libraries serves community of 68,000. Candidate should have considerable professional library experience, proven administrative ability, and an ALA-accredited MLS. Salary range $23,000–$30,000. **Send resume and references by Sept. 1:** Chair, **Library Board, POB 569, West Hartford, CT 06107.** An equal-opportunity, affirmative-action employer.

Rare book librarian. MLS including courses in history of books, descriptive bibliography, rare books and manuscripts necessary. Library experience and work with rare books also necessary. Salary ($11,694–$14,989 range) depending on experience. Send resume with complete details including present earnings: Herbert G. Eissman, Personnel Officer, **St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103.** Equal-opportunity employer, M/F.

System coordinator for a federated public library system serving 7 member libraries and 137,000 county residents. Coordinator responsible to system board for all phases of administration in planning, budgeting (187,000), implementing and evaluating system activities. Current projects include interlibrary loan, centralized AV services, books-by-mail, and centralized tech. services. Services provided by system staff of 4 in cooperation with resource libraries. Requires ALA-accredited MLS with 4 yrs.' experience in public library and/or systems, including managerial experience. Ability to work effectively with staff, public, and governmental bodies essential. Salary range $13,000–$16,000, with good benefit package. **Send resume by Sept. 1:** Personnel Committee, **Rock County Library System, 316 S. Main, Janesville, WI 53545.** An equal-opportunity employer.

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2 POSITIONS. Reference librarian. Must have sound public library experience, be service-minded and a self-starter. Must have ALA-accredited MLS. Salary $11,000. **Also need assistant reference/catalog librarian.** Salary $9,200. Apply: Director, **Montgomery County Library, San Jacinto at Phillips, Conroe, TX 77301.**

Classified ads not related to library employment appear on the last page of this issue.

Tarin, 2,344; CLAUDE J. JOHNS, JR., dean of lib. svcs., U. N. Colo., Greeley, 2,760.

Bylaw Amendments Pass

The ALA Elections Committee certified the passage and ratification by membership of two following Bylaw Amendments. An amendment to Bylaw Article III, Section 3(b) revises the time schedule for elections and receipt of petitions [from three] to four months before the annual conference, and a change in Article IV, Section 2(b) adds divisional representation on ALA Council.

Divisions and Round Tables Elect Officers, Change Bylaws

The chief officers elected for each ALA unit are: *AASL*—Rebecca T. Bingham; *ACRL*—LeMoyne W. Anderson; *ALHRT*—Donald E. Oehlerts; *ALTA*—James A. Hess; *ALSC*—Marilyn L. Miller; *ASCLA*—Edward Seidenberg; *GODORT*—Francis Buckley; *IFRT*—Clara O. Jackson; *JMRT*—Beth Bingham; *LAD*—Dale B. Canelas; *LITA*—Barbara Markuson; *LRRT*—Jerome Yavarkovsky; *PLA*—Robert H. Rohlf; *RASD*—Nancy H. Marshall; *RTSD*—William J. Gosling; and *YASD*—Eleanor K. Pourron.

New members of the SORT Steering Committee are Jack Siggins, Sharon Adley, and George Reed. Ruth Aronson, Bradford Chambers, Marjorie K. Joramo, Marlene E. England, and Leslie M. Berman have been elected to SRRT's Action Council.

In other voting, LAD members have formally approved the division's new name, Library Administration and Management Association (LAMA). The Association for Library Services to Children has separated the Newbery-Caldecott Committee into the Newbery Award Committee and the Caldecott Award Committee, thus increasing the number of members who may serve annually while decreasing the actual committee size (from 23 to 15) to facilitate discussion. The second change in the ALSC bylaws gives discussion groups more flexibility in the kinds of activities they may undertake.

PLA's *Mission Statement* is now part of that division's bylaws, and discussion groups (any group of 25 or more interested in discussing common problems) have been formally established.

The Reference and Adult Services Division has provided for a Council of State and Regional Groups (regional, state, and local groups sharing an interest in the division's field of responsibility, but whose members are not necessarily members of RASD or ALA). Each year, the Council elects a chairperson, who becomes a member of the division's Board of Directors. David Remington has been elected the Council's first chairperson.

Public Works grant, was already under construction at the site.

Expected to be completed in October 1981, the new central library will house all downtown library services under one roof for the first time. The facility will occupy 650,000 square feet of space, compared to 120,000 in the present library.

It will be wired for all online operations and will seat 2,900.

About $2,040,000 of the funds generated by the bond issue and donations will be used to build one branch library, to design another, and to acquire two branch sites.

Lillian Bradshaw, director of the Dallas Public Library, said Proposition 2's passage resulted from a year-long publicity campaign soliciting private donations for the library. Former Dallas Mayor Erik Jonsson headed the drive.

SLA Rejects E.R.A. Boycott, Manages Change of Its Own

Feelings soared as high as the Kansas City (Mo.) temperatures during the debate: should the Special Libraries Association join the bandwagon of groups boycotting anti-E.R.A. states as meeting sites? In the end, members voted "to support E.R.A. in principle" and urge members in states that have not passed the law "to contact their state legislators recommending ratification." But they tabled a boycott resolution.

The 69th conference, held June 12–14, was the first to be handled entirely by staff rather than local chapters. Its smooth operation echoed the conference theme of "Managing for Change." More than 2,600 people attended, and the 165 exhibitors set a new high for SLA meetings outside of New York City. With a growth rate of 6-10 percent over the last four years, the organization now boasts more than 10,000 members.

New President Vivian Hewett urged members to "think global" in 1978/9. At next June's convention in Honolulu, she said, Santokyo (Japan Special Libraries Association), the special libraries division of IFLA (International Federation of Library Associations and Institutions), and other groups in the Pacific will meet with SLA. —*From a report by Ron Coplen*

Siewhon Sae Chia

Three of the 340 librarians from 12 countries who met in Bangkok, Thailand, June 5–9 for the Fourth Congress of Southeast Asian Librarians were the authors of *The Barefoot Librarian* (Shoe String, 1975): Donald Wijasuriya, deputy director of the Malaysian National Library, Radha Rasmusson, and Edward Lim, library director at Universiti Sains Malaysia.

COSAL IV discussed regional cooperation for the development of national information services, continuing education, and the adoption of the International Serials Data System. Participants elected Wijasuriya as chair of COSAL's executive board and voted for Kuala Lumpur as site for the next congress in 1981.

—*From a report by Donald Hausrath*

Three Librarians Drown In Kansas Boat Accident

A pleasant evening boatride ended in tragedy June 17 when a tornado caused three librarians and 12 other people to drown in Lake Pomona, 40 miles from Topeka, Kan.

Dead are Muriel Fuller, 65, retired library science professor at the University of Wisconsin/Madison; Sarah Reed, 64, director of the library school at Emporia Kansas State College; and Zubaidah Isa, 55, assistant library science professor at the college.

The accident occurred 10 minutes after the friends left the shore for an evening of dinner and theater on the showboat Whippoorwill.

A professor emeritus at the University of Wisconsin, Fuller was a former president of the Wisconsin Library Association and ALA's then Adult Services Division.

Reed had taught at the University of North Carolina and Florida State University. She served as a library education specialist in ALA's Library Education Division and held a similar position in the U.S. Office of Education.

A native of Indonesia, Isa worked in the Library of Congress before teaching at Indiana State University and Emporia State.

A memorial fund has been established for Fuller at the University of Wisconsin/Madison Library School, Helen White Hall, Madison, WI 53706. Donations will finance continuing education programs.

The Emporia State Endowment Association is accepting donations on behalf of Reed and Isa. Send contributions to 1200 Commercial St., Emporia, KS 66801.

Annual Conference Report:

Running to—and from—Illinois

The following report was prepared by the AL editors with the able assistance of Will Goodwin, a participant in the ALA Student Work Project. Goodwin recently was named to the University of Texas/Austin library staff.

Some 11,700 people ran, walked, rode, flew, or bicycled to the 97th Annual Conference of the American Library Association June 24–30 in Chicago. The total was only about 350 short of the record Chicago gathering during ALA's 1976 centennial; but both Membership and Council called for zero attendance in Chicago in future years unless Illinois ratifies the Equal Rights Amendmment.

The E.R.A. had failed in its second Illinois go-round this year just before conference, and ALAers who felt the Association should "put its money where its mouth is" struck while the news was hot. As a result, ALA's policy-making Council voted to move the 1979 Midwinter Meeting out of Chicago to a pro-E.R.A. state still to be determined. The Membership requested Executive Board to investigate possibilities of moving the whole ALA Headquarters operation from Chicago.

The passage of California's Proposition 13 just 2½ weeks before conference also had librarians on the run; several came from California to tell their story and prompt ALA to action. As soon as the Association had pledged moral and media support, they hurried back to the local struggles.

Most conferees ran into other widely-discussed themes, among them fee-based vs. free services; a backlash against prompt and total adoption of the *Anglo-American Cataloging Rules*, 2nd edition; Congressional curbs on Library of Congress networking and automation activities; and access of young adults to library materials. But, in general, the 97th was a conference whose energies and enthusiasms were focused on specialized meetings, T-shirt messages, a sea of exhibits, and some extraordinary social events.

One conferee, Walter Crawford of UC/Berkeley, remarked: "Last year I was lucky to find a single program for each of my interests. Now there are conflicts of choices, and the programs are good. People are getting down to earth; the discussions are on implementation."

In the general sessions, one topic was conspicuous by its absence. So conspicuous, that the 97th Annual might be remembered some day as the conference at which nobody spoke about *The Speaker*.

The President's Theme

"You have contributed greatly to the intellectual quality of this nation."

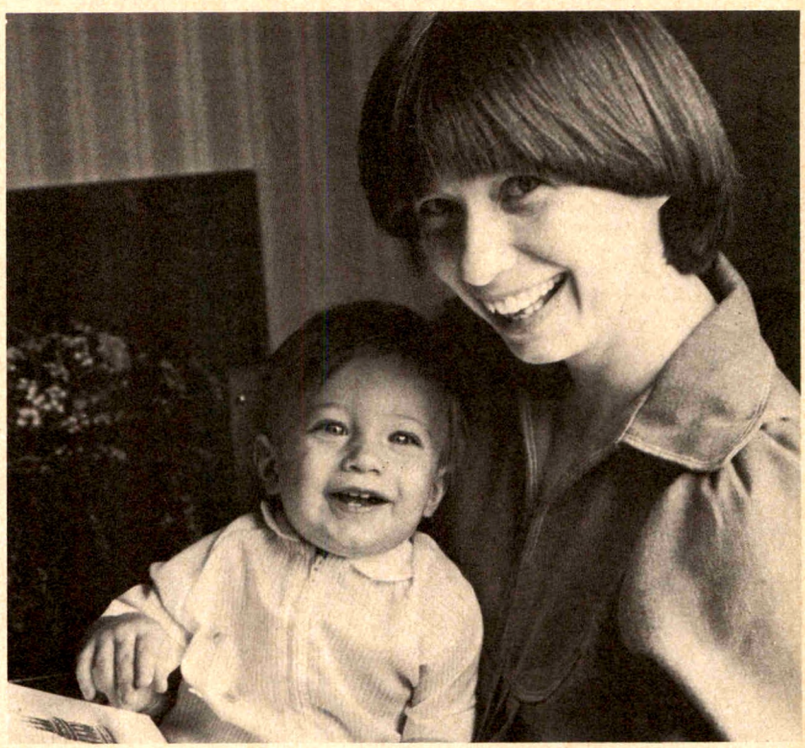
"[The public] can get mad at us . . . but they can't really do without us."

Dispelling Proposition 13 gloom, such assurances echoed through the Conrad Hilton's International Ballroom during the three President's Programs. In keeping with the theme, "Toward a National Information Policy," four speakers discussed topics ranging from breaking the corporate information monopoly to changing the librarian's image.

Syndicated columnist and former CBS correspondent Daniel Schorr told his audience, "You as librarians and we as journalists have a great deal in common. We share the task of keeping the public informed. We have a common interest in combating censorship and interference with the flow of ideas. And now, we share a dismal sense that the American public does not set a sufficiently high value on the services we render."

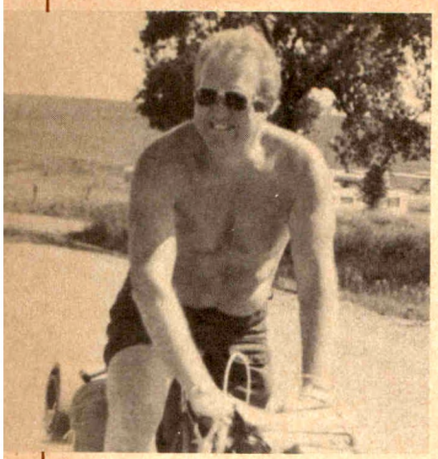
But attitudes toward public services and institutions change quickly, said Schorr.

Running *to* Illinois: Conference-Goer Profile No. 1



Rachel Senner Van Wingen brought her one-year-old son Matthew to the 97th Annual "because I couldn't part from him yet, and I just had to come to the conference." With five years' experience in librarianship, Rachel went to London with her husband Peter, a rare-book librarian, and they recently moved to Washington, D.C. "It was difficult to bring the baby," said Rachel, who got help from roommate and mother Rachel, a school librarian in Kansas. "But I felt out of touch, being away from work for a year. I was slightly disappointed in the meetings until I caught up with the GODORT people. It was what I needed. I could have also used a cheap babysitting service; when there is none [from an Association group], it keeps a lot of good members from getting here." Rachel spent about $400 of personal funds to attend the conference, and has come up with ALA dues each year since 1972. "It's my profession," she said quietly.

Conference-Goer Profile No. 2



James Scheu (above) and his wife, **Jean** (who took the picture), are school librarians in Minnesota and regular conference-goers. This year, they bicycled 400-plus miles from Minneapolis to the Chicago Annual Conference. Setting out on Sunday, June 18, they rode and camped out for seven days, pedaling into Chicago on Saturday, June 23.

Along the way, a deer almost bowled Jean over when it darted across the road just a few feet in front of her, and raccoons rummaged through their campsite one night. "They took our four bananas, and what they did not eat, they left smeared on Jean's saddle bag and other things," reported Jim, who chased the critters away. After the conference, the Scheus biked to O'Hare Airport to catch a flight to Europe—and another bike trip.

Also depending on leg-power was **Jim Montgomery,** a cataloger at Boston University. He biked the almost 2,000 miles from Spokane, Wash., with a friend to attend his first ALA conference. Subsisting on yogurt, fruit, and bakery goods and sleeping in wheat fields, campgrounds, and farm yards, he held his expenses to about $9/day for the 23 days of the trip. Impressed by the energy displayed by the people attending conference, Jim caught his own second wind and biked the 1,000 miles back to Boston.

"There is an anti-media climate abroad in the land," he remarked, noting that the same people who glorified the news media for covering the Kennedy assassination and exposing the Watergate scandal now criticize it for being too powerful, manipulative, and profit-oriented. He cited numerous examples of anti-press feeling in the branches of federal government.

But Schorr believes positive attitudes toward the media will return when Americans are convinced the press serves them. The same principle holds true for libraries, he said. Schorr observed that Proposition 13 may create a "backlash of new appreciation" for libraries as Americans begin to miss the services they now take for granted. He suggested that librarians take a wait-and-see attitude.

But speaker Donald John Urquhart, creator of the U.K.'s National Lending Library for Science and Technology, had a different view.

Urquhart observed that librarians cannot influence a national information policy unless they change their image. Americans now perceive librarians as unable to meet their information needs.

"It is necessary for the library profession to develop new attitudes . . . We should concentrate on providing better service to those who use the library. They will spread the word. . . ."

Flash and Zap

U.S. Commissioner of Education Ernest Boyer endorsed "a network of libraries all across the land" to preserve American culture in a TV-dominated age of "fleeting images . . . the age of the flash and zap."

Without reference to cutbacks and freezes in President Carter's budget for library programs, Boyer claimed that the new federal budget reflects government support for research libraries and promotes library leadership training, better access to library services, and improved interlibrary cooperation, particularly between public and school libraries. He said the public library should be "the people's college just around the corner," serving all age groups.

Currently, people get their information from sources controlled by a few, profit-oriented corporations, according to speaker Ben Bagdikian.

The journalist, author, media critic, and university professor said 20 private companies control 52 percent of all newspapers and periodicals. He noted that 13 corporations control two-thirds of the television and radio audience in the United States.

"Commercial controllers of information have evolved their own information policy," he said, noting that current publications and programs are geared toward sales rather than instruction.

Bagdikian said the government should combat corporate information monopolies by recognizing the need for information access at all levels of society. He favored stricter antitrust laws to limit holdings of information sources.

The Membership's Will

ALA's first membership meeting was filled with a sense of urgency as more than 15 embattled California librarians spoke individually to a resolution protesting the budget cuts resulting from Proposition 13. Chair Eric Moon shifted agenda items to allow the West Coast contingent first crack at the microphones so they could return home to the fray.

Describing how he felt imposing a "reduction in force to 45 people from a staff of 75," Bruce Bajema of the San Marin County Free Library said, "I've lived through the worst week of my life." With this statement he seemed to synthesize the heightened feelings of all in the Conrad Hilton International Ballroom as the resolution, needed for presentation to the California legislature, was approved. (Complete coverage of Prop. 13 appears in this issue's "In the News" department.)

The document, later passed by Council, specifies that ALA communicate to the California governor, state legislators, and national media its support of continued free and equal library access; mount a major media campaign calling attention to the effects of the taxpayers' revolt on libraries; and establish a committee to explore public financing alternatives for libraries in a similar crisis.

In other actions not reported elsewhere in this issue, Membership:

- Approved by acclamation a tribute to the late William S. Dix, retired university librarian of Princeton and former ALA president (see April *AL*, p. 190), who died Feb. 21.
- Referred to the Reference and Adult Services Division Board a motion to rescind Sec. V:2:e of the National Interlibrary Loan Code on the grounds that it discriminates against biographers, genealogists, and historians who wish to borrow "genealogical, heraldic, and similar materials" on interlibrary loan. The section discourages libraries from such lending.

RASD President Virginia Boucher explained that a subcommittee of the division's Interlibrary Loan Committee has been working on code revision since Midwinter and believes it important "to consider *all* changes necessary . . . at one time rather than to amend it in piecemeal fashion." To aid in this effort, the RASD History Section's Genealogy Committee is surveying libraries holding significant genealogy collections to ask their policies. Eric Moon suggested that RASD consult with appropriate units of ALA to assure that "intellectual freedom aspects were incorporated into the code." *(Continued next page.)*

• Defeated a resolution deploring the "inconvenient" location of the placement service during the conference. Executive Director Robert Wedgeworth explained that when the National Registry announced its requirements for a site—20,000 contiguous square feet accessible to the handicapped—the Conference Arrangements Office and the OLPR staff investigated several other locations. All surveyed either did not meet physical specifications, or, in properties such as the Conrad Hilton, the lessor was reluctant to tie up large areas needed for exhibits, meal functions, and program meetings. A 15-minute shuttle bus service was provided for access to the site chosen, McCormick Place.

Wedgeworth assured the membership that location of the placement service will not be a problem at the next three annual conferences, scheduled for cities with spacious conference centers.

• Accepted the withdrawal of a motion asking that ALA move its headquarters from Illinois to a city of suitable size in the E.R.A.-ratifying state of Ohio. This proposal was scrapped in favor of a resolution requesting the Executive Board to begin planning for possible relocation.

Dues Revolt Squelched

• Defeated a motion asking for reduced membership, conference, and other fees for librarians with incomes under $10,000. Treasurer William Chait pointed out that this would require members to submit proof of income. Such a test of eligibility is impossible to police, as was discovered under the old personal dues schedule based on graduated incomes. Russell Shank, chairing, also reminded membership that any change in the Bylaws must originate in Council, and that Sec. 1 A (5) specifies $10 dues for "non-salaried librarians" making less than $6,000 per year.

Two motions submitted with the approval of the Social Responsibilities Round Table's Action Council were withdrawn before they reached the floor of Membership. One decried as censorship the removal of "Ten Quick Ways to Analyze Children's Books for Racism and Sexism" (compiled by the Council on Interracial Books for Children) from a manual given to participants at a conference workshop on racism awareness training. According to the resolution, the CIBC guide was excised the night before the workshop at the insistence of the Ad Hoc Committee on Racism and Sexism Awareness Training of the Library Administration Division's Personnel Administration Section, which organized the session. —*E.M.C.*

The Council Actions

National issues, especially E.R.A. and California's Proposition 13, sparked much of Council's deliberations at Annual Conference. In addition, Council dealt with affirmative action, interpretation of the racism and sexism awareness resolution, and the future structure of ALA, among other topics.

To demonstrate its concern with the Illinois legislature's failure to pass E.R.A., Council voted decisively to move the 1979 Midwinter Meeting from Chicago to a state or District that has ratified it.

Reporting at a later Council session, Executive Director Robert Wedgeworth said a new site would be chosen by mid-July, a revised meeting schedule prepared by Sept. 1, and a revised budget submitted to the Executive Board by its fall meeting. Wedgeworth said it was possible the move could be handled without greatly increased cost to ALA since the higher expenses for staff travel, freight, and shuttle bus service might be offset by larger registration or more exhibits.

Council also voted to send a 44-member delegation to Springfield to discuss ALA's concerns on E.R.A. with Illinois legislators. This group will canvass in November when the legislature reconvenes and can again take up E.R.A.

In other actions, Council:

• Supported the concept of comparable wages for comparable work, recommending that the Library Administration and Management Association and the Office for Library Personnel Resources develop methods to help librarians discern and cope with this issue, and calling for ALA support of librarians involved in legal actions in this area.

• Defeated 86–47 in a roll call vote a resolution to move ALA Headquarters to an E.R.A.-ratifying state or District.

• Directed all ALA publications and placement services to list salary ranges in job announcements as one way to combat historically lower salaries for women and minorities.

• Endorsed implementation of the National Plan of Action which emerged from the 1977 National Women's Conference in Houston.

• Supported the effort to extend the deadline for ratification of E.R.A. if it has not passed by the present expiration date.

• Opposed any reduction of library service in California. Council directed ALA to mount a media campaign to call attention to the effects of a growing taxpayer revolt on libraries throughout the nation and to establish an ad hoc committtee to explore public financing alternatives for all libraries facing this type of fiscal crisis. Wedgeworth noted that ALA is already committed to a major media campaign to promote libraries and said appropriate parts of it could be emphasized to meet this directive. Council also requested the California Library Association to gather data on the fiscal implications of Proposition 13 and to develop courses of action that will assist other states and chapters which may face similar legislative proposals.

• Encouraged all ALA-accredited library schools in the U.S. to continue affirmative action programs in admissions and employment. Council took this action just before the Supreme Court announced its decision in the Bakke case.

Conference-Goer Profile No. 3

Bettye Black, after a long morning at the Placement Center, looked more exhausted than she would admit. But relatively speaking, she was one of the "luckier" job seekers: she has had an actual offer during her six-month, on-and-off quest, and, as a resident of Chicago, she had no transportation costs in getting to the conference. An alert and articulate graduate of the University of Iowa library school, Bettye is most interested in user services, but seeks a challenge in any professional area, and "in *almost* any location." An ALA member, she finds *American Libraries* the chief benefit thus far. The conference: "So-so on content, not truly participatory." Has supposed "affirmative action" in hiring made her job search easier? "Not a bit; and if I had a choice, I'd just as soon not use it as an advantage."

• Accepted the final report of the Future ALA Structure Committee. Reporting that 90 percent of the members reacting to the four proposed structure changes favored no major revision of ALA organization at this time, the committee offered 10 recommendations for structural or procedural modifications (*AL*, June, p. 383) to remedy some of the problems which prompted the committee's work. The one structural change proposed is to form two-year "Member Initiative Groups" for 100 or more members to address any interest. Council will consider the recommendations at Midwinter.

• Adopted the interpretation of the Resolution on Prejudice, Stereotyping, and Discrimination (a revision of the original Resolution on Racism and Sexism Awareness) developed by an Intellectual Freedom subcommittee. The committee concluded, "Nothing in the Resolution authorizes censoring, expurgation, and labelling of materials. Actions and programs to raise the awareness of library users to any problem or condition would not be in conflict with the Library Bill of Rights when they are free of any element of advocacy. Both documents respect the rights of all who use libraries to do so freely and without being subjected to any pressures from any sources within the institution."

Closer Placement Place

• Directed that future conference placement services be located in or adjacent to official conference sites because of difficulties associated with this year's placement site at McCormick Place.

• Paid tribute to Alice Gray, councilor from Arkansas, who died May 26, and Sarah Reed, Muriel Fuller, and Zubaidah Isa, librarians who died in the Lake Pomona, Kans., boat accident June 17.

• Okayed production of the revised policy manual for Council consideration and approval at a future meeting. Several councilors expressed concern that Membership have ready access to ALA's policy statements.

• Referred to Executive Board and COPES a request for the implementation of a method of recording the votes of councilors on all main motions for purposes of accountability. Council will reconsider the matter when specific methods and their costs are determined.

• Approved the ALA International Relations Policy Statement (see *AL*, May, p. 293, for a draft somewhat revised by the International Relations Committee at Conference).

• Received a statement from the Publishing Committee on control of the ALA imprint. The committee stated, "All units of the Association should notify the committee of plans for publishing and distributing media in all formats. The committee shall advise units on consultation and review and any other action that will contribute to the development of works of high professional quality. The committee shall devise procedures for consultation and review that ensure authenticity and provide guidance on the quality of production of all works issued under the imprint of the Association."

• Approved the Committee on Organization's recommendations to accept the revised statement of responsibility for the Young Adult Services Division, to deny a petition to establish an Ethnicity Round Table partly because some of the ethnic groups whose participation was sought opposed the idea, and to incorporate a Section on Library Service to the Deaf in the organization of the new Association of Cooperative and Specialized Library Agencies.

• Heard a report from the Freedom to Read Foundation. The foundation is still awaiting the judges' decisions in the Chelsea and Island Trees cases. A version of the Tennessee obscenity bill which could remove all sex education materials from schools is to be on the ballot in South Dakota. The foundation will celebrate its 10th anniversary with a special program at the Dallas Annual Conference.

• Urged the Library of Congress to carry out a pilot project on the cooperative cataloging of state publications.

• Endorsed the establishment of a national depository agency and encouraged Congress to create a single agency to provide a system of free, equal, effective, and efficient access to federal government information.

• Called upon the Register of Copyrights to consult with the interested parties to determine what data is needed for an effective five-year review of the new copyright law, to include a wide range of concerns in the review, and to broaden the scope of the review to encompass video, microforms, and computers.

Stitches for LC Cut

• Urged the Senate to remove the five-percent reduction in the appropriation for the Library of Congress passed by the House.

• Recommended that the Congress designate the existing system of federal depository libraries and federal libraries as the primary source of government information in lieu of establishing a permanent information center program and to enhance the current program of depository and federal libraries by increased appropriations.

• Encouraged publishers to include in their journals a notice of policy for the noncommercial reproduction of their materials for educational purposes, and also encouraged educational authors to reserve to themselves the licensing and reproduction rights to their works.

• Changed the status of the Council Orientation Committee from ad hoc to a standing committee of Council.

• Directed the Executive Board to explore legal means to recover books supplied on interlibrary loan to spurious libraries in Mexico City. (See "Action Exchange," this issue.)

• Defeated a move to allow members to choose either a subscription to *AL*

Conference-Goer Profile No. 4

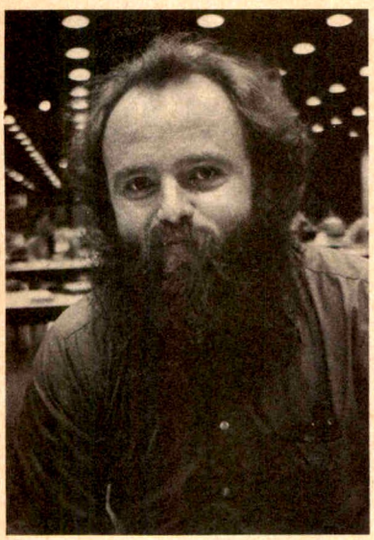
Pat Starkebaum journeyed from the Free Library of Philadelphia to attend her third ALA conference in as many years. She attended the first as a student, met colleagues who fired her with ideas, and put them to work quickly when she landed a post as children's librarian. Now she can also contribute to what she finds to be an invaluable exchange of ideas. "If I stayed away, I'd stagnate," she says, and so she finds it worthwhile to foot the $200 or so in expenses not covered by the FPL allowance. With a lively wit and a flair for disco dancing, she enjoys the convivial conference atmosphere as well as her "professional involvement" in the Association for Library Service to Children. She also attends events of the school and YA divisions for the "media connection."

or a membership in a division when they pay their dues.

- Voted to have the Planning Committee give an oral report at the 1979 Midwinter Council meeting.
- Encouraged the Government Printing Office to follow microform permanency standards for materials it distributes.

The Texas and Arkansas chapters and the Intellectual Freedom Round Table donated $900 to the Freedom to Read Foundation; the New Jersey, Texas, New Hampshire, Colorado, Pennsylvania, and Arkansas chapters donated $1,400 to the Washington Office Discretionary Fund. —*A.G.B.*

Conference-Goer Profile No. 5



Will Goodwin

Scott Clark and three library school classmates drove 12 hours and 800 miles from Geneseo, N.Y., to search for jobs through the ALA Placement Center at McCormick Place.

Cost-conscious librarians could take a lesson from Clark's budgeting techniques. His share of expenses was $20 to run a borrowed car, $7/night lodging at the U. of Chicago, and $10/day for meals. While other conferees wined, Clark and friends played chess.

With a B.S. in forestry, he's looking toward science reference in a special library. Clark disagreed with those who knocked the Placement Center. He appreciated its organization and found plenty of employers offering numerous jobs in an environment which allowed him to "maneuver without confrontation." The ambience was competitive, he says, but not antagonistic.

—*Will Goodwin*

The Board's Deliberations

ALA's Executive Board needs to devote more time to discussing the serious issues of the Association and the library world, President Eric Moon told its members* as he opened the first of five board meetings at Conference. Preoccupied with housekeeping, Moon said, "the board has become a thoroughly reactive body."

Reflecting Moon's sentiment, Executive Director Robert Wedgeworth scheduled an hour for discussion of a general topic, and asked Deputy Librarian of Congress William Welsh to talk about national bibliographic concerns.

Perched on a table to make himself heard in the Hilton's Lake Michigan room, Welsh provided information and fielded some complaints:

1) A research study on the National Periodicals Center will be released this summer. If a follow-up survey is completed by Midwinter, it could be a discussion topic there. Simultaneously, legislation for a National Library Service Act is being developed.

2) The Library of Congress catalog must be closed at the end of 1979; it is complex and out of date. LC will modernize subject heads, simplify filing rules, and adopt the *Anglo-American Cataloging Rules*, 2nd edition.

3) AACR 2 is "a good code and costly to implement," Welsh maintained. Eleven percent of LC's records will have to be changed to eliminate superimposition. But, Welsh pointed out, "it was clear from the start that to eliminate the methods of the 1967 code would cost money."

What concerned Welsh was the lack of a mechanism for dealing with the new code. Criticism centers on the cost and the timing (publication is set for Nov. 1).

Doralyn Hickey, chair of the AACR 2 Introductory Program Committee of the Resources and Technical Services Division, defended RTSD efforts to get opinions and publicity.

"RTSD invited a fantastic set of representatives to discuss the code all along during its development," said Hickey, "but some groups didn't participate, and now they are griping . . . I don't understand how people can say 'we don't know what's in the code.' "

Hickey said RTSD will provide information and training on the new code. An audiovisual package and regional workshops are being planned for early 1979.

To ease some frustration about the new code, Wedgeworth noted, an offprint from the summer *Library Resources & Technical Services* will go to the networks, and librarians will be asked to call it to the attention of their directors.

The discussion spurred by Welsh occupied about an hour of the board's time. The balance of its 14½ hours of deliberations was devoted to consideration of resolutions and committee reports.

AACR II (Cont.)

At the board's final meeting, Sue Martin, president of the Library Information and Technology Association (formerly ISAD) presented a double-barreled LITA resolution that ALA 1) request the Library of Congress and the national libraries of Britain, Canada, and Australia to defer adoption of AACR 2 at least until January 1981, and 2) set up a mechanism to determine the advisability and timetable for its implementation.

Board members expressed concern, but agreed that the first request was a policy matter and would have to go to Council at Midwinter.

Responding to the need for a mechanism, however, the board authorized LITA—with ACRL, RTSD, RASD, and LAMA—to set up a representative group of librarians to study the impact of the implementation of the new code.

New ALA Headquarters

A resolution to move ALA Headquarters out of Illinois would not affect the prospective development of Huron Plaza, the $24 million, 56-story complex that will give ALA six floors of its office space (*AL*, Dec., pp. 628-9). The property development, Wedgeworth pointed out, is independent of the location of ALA and only serves to enhance the Association. Russell Shank added: "Let's go ahead and develop. Then if Illinois doesn't pass E.R.A., we will move and get out as much money as possible."

After Membership directed the Exec. Board to begin planning for a possible relocation, Space Needs Subcommittee Chair Tom Galvin suggested the committee take a preliminary look at alternatives and costs before the Midwinter meeting.

Meanwhile, the subcommittee reported, the development firm of McHugh-Levin Associates is about to com-

*William Chait, Thomas Galvin, Norman Horrocks, Kathleen Molz, Russell Shank, Donald Trottier, Helen Tuttle, Robert Wedgeworth, Ella Gaines Yates, and retiring members Clara Jones, Rebecca Bingham, and Alphonse Trezza. New members Connie Dunlap and Grace Slocum joined the board June 30.

plete the financing arrangements for Huron Plaza. The board authorized the staff to extend the building agreement beyond July 31 if necessary, and to procede with the space planning firm of Perkins & Will. In addition, the staff was asked to plan appropriate groundbreaking ceremonies.

Amicus Briefs

Since 1971, Wedgeworth reported, ALA has filed nine amicus curiae briefs in the Supreme Court. Because the briefs have not been developed until the court has given permission, the timing has sometimes prevented board members from having an opportunity to comment and approve them. At Conference, the board agreed that ALA legal counsel need no longer wait for court permission before developing briefs.

Open/closed meetings

The sticky wicket of interpreting ALA's open meeting policy continues to plague the board. The Committee on Organization had been asked to review the policy in the light of the Association for Library Service to Children's decision (still not implemented) to hold open discussion and closed voting sessions of its Notable Children's Book Committee. COO recommended that ALSC seek larger meeting rooms and that the board seek legal definitions of privacy.

Asked to comment, ALSC President Lillian Gerhardt said her board had not yet received COO's report and would respond at the fall meeting. "What it wants," she added, "are guidelines."

Deputy Director Ruth Frame said that many ALA units would appreciate guidelines on current practices. Although the policy is succinct, it is difficult to apply.

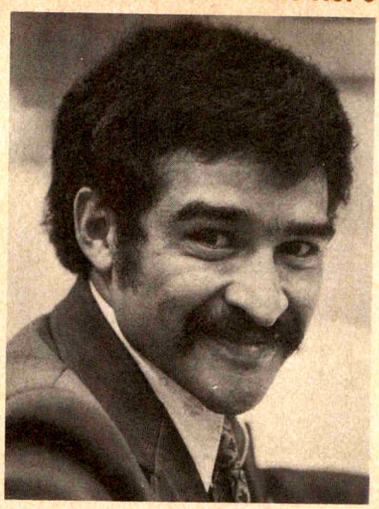
Wedgeworth noted that the ALSC book selection process differs from those of the Young Adult Services Division and Reference and Adult Services Division because the ALSC list has a great impact on the children's book market.

The board requested more information on how various units currently interpret the open meeting policy and postponed a decision.

Staff Pay Plan

The board accepted the recommendation of its Committee on Program Evaluation and Support that all ALA staffers receive a 4% cost of living increase on Sept. 1. After that date, each employe will be evaluated on her or his employment anniversary date and be eligible for a merit increase of up to 6%, in 2% increments.

Conference-Goer Profile No. 6



Pablo G. Barrera, a new library school graduate with a background in Spanish literature and astronomical engineering, was worried what people might think of how he helped make his conference expenses. Driving to Chicago from the West Coast, he stopped in Las Vegas for a quick go at the slot machines. He came away $300 richer.

He hadn't been so lucky in his job search, though he has a library master's from the U. of Washington, years of part-time library experience at all levels, will go anywhere in the world, and is bilingual (he was born in Mexico).

Asked whatever happened to recruitment of bilingual librarians in the West, he laughed, "That's a good question." He is still filled with hope and enthusiasm, however, and was soon off from the Placement Center to attend as many conference programs as possible. He planned to visit the Library of Congress and other Washington libraries in the next week, looking for some first contacts toward his ultimate goal: to work in library relations between the United States and Latin America.

Linderfeld Reinstated

After reading *AL*'s two-part story of "The Wayward Bookman: The Decline, Fall, and Historical Obliteration of an ALA President" (March 1977, pp. 134–37 and April 1977, pp. 197–200), Milwaukee City Librarian Henry E. Bates, Jr., asked Wedgeworth how K. August Linderfeld could be restored to ALA records. ("I believe he did all of his bad things here and probably didn't rip off ALA," Bates wrote.)

After some research, Wedgeworth suggested a solution approved by the board: a footnote to the ALA listing of William Isaac Fletcher as 1891-92 president will explain that Linderfeld, who was elected in 1891, resigned retroactively on May 21, 1892.

The board also voted to:

- Restore the Reference and Adult Services Division's usual allocation for its Notable Books Committee ($4,100 in the 1978-79 budget) but review the policy in the future.
- Authorize the Association of College and Research Libraries to seek outside funding for its projected study of the academic status of librarians.
- Give courtesy registration to representatives of ALA affiliate organizations at both Midwinter and Annual Conference.

The final meeting concluded with special votes of thanks to Terry McLaughlin, director of the Geaugia County (Ohio) Public Library, for sacrificing his Conference attendance to direct the placement center, and to hard-pressed Chris Hoy and his staff, who had to switch Midwinter plans in midweek. —*L.R.P.*

The Voice of the Leaders

In their formal addresses to Conference, outgoing President Eric Moon, Executive Director Robert Wedgeworth, and incoming President Russell Shank expressed frank, personal convictions in articulating their views of the Association today. They urged librarians to unify ALA, fight to maintain library services in the face of tax revolts, and work with confidence and enthusiasm for a successful White House Conference on Library and Information Services in 1979. *AL* provides these excerpts.

Moon's Report to Council

"Although I cannot claim to be ecstatic about the issue chosen, I found it refreshing to see Council at Midwinter insist on discussing certain Board actions, and even on overturning some of them [alluding to Council's action to allow reproductions of *The Speaker*] . . . Membership needs to exercise the same vigilance with . . . Council . . .

Constantly increasing dues and conference fees to cope with the dilemma of a static membership and a rapidly increasing financial burden seems to me not to cope with it at all. . . . How long can we expect the devoted few . . . to absorb the escalating costs of an association that purports and attempts to serve and promote the interests of all of librarianship?

We must exercise determined self-

control . . . and devote real energy to attracting a much larger membership.

In the state governors' conferences . . . librarians have a unique opportunity to make a persuasive case to . . . the public: a case for what adequately supported libraries can contribute to society and for the need to resist and counter the revolutionary fervor of the so-called "tax revolt" movement in their own—the public's—interest . . .

I have not enjoyed presiding over an association rent asunder by anger and hurt and insensitivity . . . I can only hope, for his and the Association's sake, that all the "speakers" Russell will have to deal with will be standing at microphones in this hall."

Wedgeworth's Address to Membership

"Why are there so many dragons in our Eden? Although these dragons are familiar, they breathe a destructive fire just the same as they feed on our self-depreciation, our internecine battles, our insecurities. . . . We stunt our own growth, and compromise our own professionalism. . . .

If there are indeed taxpayer revolts throughout the country, then, we can no longer afford to have our vitality sapped by destructive criticism within our own ranks. . . .

The White House Conference gives us a unique opportunity to show public officials and taxpayers that libraries are not the place to trim expenditures—but to extend support. . .

I ask tonight that all of us within ALA lay aside our personal gripes and grudges so that we can wisely plan for the future of libraries in America. That future is, after all, our own future.

ALA has made a major commitment to WHCLIS, a commitment in planning, in public information, in personnel and . . . in time . . . We hope you will . . . volunteer your services, your best thoughts, your constructive comments about how we can do all our jobs better and more economically, how we can respond more intelligently to change, understand and serve our users better, and how we can best attract non-users . . .

What do we wish to get out of the White House Conference? . . . we should strive for a more enlightened public . . . policy direction for suggesting new legislation . . . and a renewed sense of purpose. A sense of possibility, the confident possibilities of our profession."

Shank's Inaugural Address

"Two influences—the advent of the knowledge age and the wrath of the burdened taxpayer—make my [campaign] warning that social and technological changes would keep us from continuing to do business in usual ways even more potent than I had intended. . . .

If Proposition 13 does nothing else, it is requiring government down to the lowest level . . . to rethink priorities for the first time in years . . .

The White House Conference might just have taken on added significance with Proposition 13, since it is one of the avowed purposes of the conference to examine ways in which the various levels of government can interact to provide adequate library service nationwide. . .

In order to fund [the costly new products of the information age] . . . some libraries have had to set price schedules for users . . . I fear that this ad hoc approach to the funding of special services might itself become the norm, established by dint of unquestioned growing practice.

> "The library must be a place where people keep from getting lost as well as a place where they find things."
> —Russell Shank

No hard-pressed city auditor or mayor or council is going to approve a budget for a library's free services once he or she smells user fees in the offing, and once fees become the norm we can be sure that the unserved or poorly served categories will be even more unserved than ever . . .

If the American library community does not now speak out—does not now attempt to convince the public budget officials of the implications of turning libraries into revenue-generating agencies—then we will have been guilty of preemptive capitulation. . .

We must not let the powerful new technology in the information field—or basic library service itself—slip behind the greenback curtain, to be available only to those who can afford to pay. . . .

The very society that the knowledge industries are building—a society that offers wonderfully expanded opportunities for human development—and that requires its citizens to have information to sustain community life, requires access to an array of information resources which are confusing and in many critical aspects far too costly for the individual to support alone.

The public more than ever requires an institution that can engage in the sifting and winnowing, the selection and organization, the mining and dissemination of media and information according to the varied specifications of public demand. The ALA must do all we can to bring the decision-makers in public policy to this realization. . .

The library is still the arsenal of a democratic culture. It is even more essential now than ever before as the people's university. Above all, the library must be a place where people keep from getting lost as well as a place where they find things."

The Issues Revisited

Can anything new be said on free services vs. fees-for-services? Probably not; but, inspired by the specter of fees in the wake of Prop. 13, those who came to talk on the subject spoke with elegance, wit, and conviction. The issue arose at a number of meetings, and one session sponsored by the Public Library Association devoted four hours to it.

A new twist at that program featured "videopinions" (street interviews) shot by the Chicago Public Library. Some of the respondents recognized that the library, too, is a victim of inflation, and said they would accept a small fee.

ALA's Mary Jo Lynch presented a "quick and dirty" survey of fees being charged in public libraries, with some interesting if preliminary results: less than a third of libraries giving computer-based reference services charge a fee for it; about 1 percent charge for non-computer-based services; a third charge for meetingroom use after hours; and 10 percent charge for interlibrary loan.

Here and in his inaugural address later, Russell Shank stood firmly against fees, warning of what usually happens when politicians "smell" a tax-supported service that might be able to support itself—and how library services would come to be measured by the revenue they can generate.

Ed Howard of Vigo County, Ind., as droll as Will Rogers, slipped in a serious message: that services should be free, and to keep them so, librarians *should* trim some fat: the expensive technology with which they have become obsessed.

Boldest of all, however, was Minneapolis Public Library's Zella Shannon, speaking in favor of fees. Not for traditional services, but "when community diversity demands diversity in funding" for special services geared to that community. The citizens of Minneapolis want the special services, pay for them, and have not complained, she said. She argued that denial of services to those who want to pay is restriction of access. "Fees," she said, "are a necessary evil, to be monitored and controlled." —*A.P.*

The Women's Impact

It was long past midnight, and most ALA conferees were winding up an evening of partying or sleeping soundly. But the night was still young for a handful of female librarians with important business on their minds. They were planning strategies to convince Illinois legislators to pass the Equal Rights Amendment, the cause célèbre of ALA's 97th Annual Conference.

The initials "E.R.A." might well have described the planners themselves; energetic, resourceful, and action-oriented, they represented an ALA segment that has been growing in size and influence —the women's groups.

Since 1970, when the Social Responsibilities Round Table established a Task Force on Women, groups concerned with women's issues have burgeoned within the Association. Committees have formed in divisions ranging from ALSC to RASD to discuss topics such as sexism in literature, equal pay, and professional development for women. Two years ago, Council formed a standing Committee on the Status of Women in Librarianship.

Heightened Visibility

Although these groups conducted programs and meetings at past conferences, they were never as visible as they were at Annual '78. Before the conference ended, they had convinced Council and Membership to pass several resolutions favorable to women's rights (see related articles). They had rallied sympathy for equality by, among other activities, distributing black ribbons protesting the conference's location in a state that had defeated E.R.A. And they had lashed out against sexism at an Intellectual Freedom Committee hearing and an SRRT Tools and Consciousness-Raising Task Force program.

The groups' new visibility and influence was due largely to better organization and growing membership, according to Ellen Gay Detlefsen, chair of the Committee for the Status of Women in Librarianship.

"Women are becoming increasingly concerned about issues like E.R.A. and are becoming more sensitive to ways the Association can respond," she said, noting that 10 feminist councilors recently were voted into office.

Conferences have provided the women's groups with ample opportunity to publicize their interests and discuss common concerns. They also have allowed women to meet colleagues they have read about or corresponded with in such publications as *Women Library Workers* and the regional round robin letter of the Committee on the Status of Women in Librarianship.

This year, combatting sexism was a prime goal of the Task Force on Women, which monitored the conference exhibits for chauvinist displays and handouts. At the Midwinter meeting, the group was successful in removing one exhibitor's giveaway: a button bearing the words, "Have you had yours today?" Sexism was not a problem at the Annual Conference exhibits, according to task force coordinator Diane Gordon Kadanoff. But the group did send letters to the Junior Members Round Table, objecting to what it considered JMRT's "juvenile" practice of auctioning dances at its orientation.

Despite good attendance at women's programs, which included a life/work planning workshop, a panel discussion on the book, *Our Bodies, Ourselves,* and a session on women's reference sources, the conference had its apprehensive moments for women's groups. Members of the Committee on the Status of Women in Librarianship listened glumly as councilors spoke against their resolution to move ALA Headquarters to a state or district that has ratified E.R.A.

Moving the headquarters would be a "punitive" action, said Councilor Helen Tuttle, noting that Chicago, which supports E.R.A., would be hurt more than Illinois if headquarters were moved.

Others commented that a run from Illinois would be too costly, unfair to the present ALA staff, and ineffective in changing the votes of Illinois legislators. ALA President Russell Shank said moving the headquarters "may be more detrimental to the Association than beneficial to E.R.A."

Some councilors supported the resolution with comments such as, 'We cannot win by removing ourselves from the political process," and "ALA should put its money where its mouth is." President-elect Tom Galvin said if the Association is to be credible in its support for E.R.A., it must "send a clear message to Springfield" by planning a headquarters move.

And Councilors Don Trottier and Sharon Hammer questioned the effect the resolution's defeat would have on association members. They speculated that many ALAers have dropped membership already because the association continues to meet and operate in a non-E.R.A. area.

Along the same lines, Kadanoff of the women's task force told a program audience that "a tremendous number" of librarians boycotted Annual '78 because

Conference-Goer Profile No. 7

Susan Cherry

Neel Parikh (left), Nancy Kellum-Rose, and Elizabeth Talbot are three Californians whose libraries, as the T-shirts say, got Jarvis-Canned. But Parikh, whose Alameda County Library got canned the worst, came to the conference without a job. In the middle of the seniority list, she was laid off when the library closed down June 23. If it opens at least part-time in August, she may be able to pick up the pieces of her career until the next funding crisis.

That career began at Alameda in 1972. Parikh worked as a children's librarian in Westchester County, N.Y., in 1974-76, then returned to Alameda because the opportunities seemed better there. She had become a branch head before the closing.

Parikh paid her way to conference "to renew my faith in the profession. I'd felt I should consider leaving." After a week with librarians in the same or similar struggles, she was hanging in.

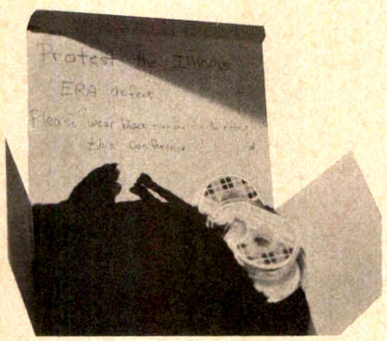
it was held in a non-E.R.A. state. She said she has many letters from protesting women as proof.

Kadanoff said many women who had come to the conference were conducting economic boycotts by eating at cafeterias instead of fancy restaurants and refraining from shopping.

"Several women have told me they are telling cab drivers, shopkeepers, and waitresses that they are here under protest, and that this will be the last time they spend money here until E.R.A. passes," she said.

Although their attempts to move ALA headquarters were unsuccessful in Council, the women's groups took comfort from the resolution to move the 1979 Midwinter Meeting out of Chicago. They began an immediate planning process when Council sanctioned a bus that would take 44 ALA'ers to Springfield to lobby for E.R.A.

Although the bus originally was scheduled to leave for the Illinois capital at the end of the conference, an ad hoc



strategy committee decided to wait until November for its lobbying campaign. The Illinois legislature will reconvene at that time, and E.R.A. probably will be on its agenda.

The Status of Women in Librarianship Committee will organize the fall lobbying effort, which will be conducted mostly by Illinois librarians. A few representatives from Indiana and several other states will join the delegation, which will be headed by Illinois Councilor Peggy Sullivan.

The organizing committee plans to have ALA staff send a letter to all Association members from Illinois, asking them to write to their legislators in favor of E.R.A. Other members will be urged to encourage their legislators to support an E.R.A. extension.

Council's passage of the resolutions on salary ranges and comparable pay for comparable work has encouraged women's groups to keep fighting for financial equality as well as E.R.A.

"Because we are a female profession, other professionals with the same amount of training and education make more money in general. ALA must begin pointing out these inequities to members," observed Kadanoff.

In addition, women's groups will continue to press for more representation in influential ALA bodies, such as the Nominating Committee, the Committee on Committees, and COPES. Detlefsen, who works with President-elect Tom Galvin professionally, says representation is "inevitable."

And Kadanoff adds, "The possibility is high that there will be two female candidates running for ALA president next year." —*S.S.C.*

The Matters Brought Forth

Only some 50 observers attended Sunday's joint meeting of the Council and Executive Board, a session which often unveils matters of general, enduring interest. But in the same time slot, about 80 observers crowded a small room to watch one discussion group—the RTSD Technical Services Directors of Large Research Libraries—muse over closing card catalogs and other matters of immediate practical concern. Even earlier that Sunday, at an hour when most Americans are still in bed reading the papers, a session on "National Networking Concerns" was packed, while around the corner a ballroom was mobbed for a program on "Presearch Aspects for Searchers and Referring Librarians" using data base terminals. And almost a thousand conferees, many of them still woozy from Sunday night galas, trudged to an 8 a.m.–noon session on "Whither MARC and Mann?"

"Whither *who?*" an outside reporter might ask. One would have to explain that, although glowing issues can still draw librarians like moths to a flame, what gets them out of bed is to keep up with the latest matters in technology and technical services.

Not that the technological frontier isn't rife with its own issues and politics; but the debates themselves often yield new morsels for the continuing-education hungry.

What matters were discussed at these sessions? Among them, the timing and implications in adopting the *Anglo-American Cataloging Rules*, 2nd ed. (AACR 2); the challenges and obstacles before the small groups coordinating a national networking plan; the realities behind a Congressional threat to cut 53 of 56 requested positions for LC automated systems support; and some new ideas for confronting the dilemma, "automate or die."

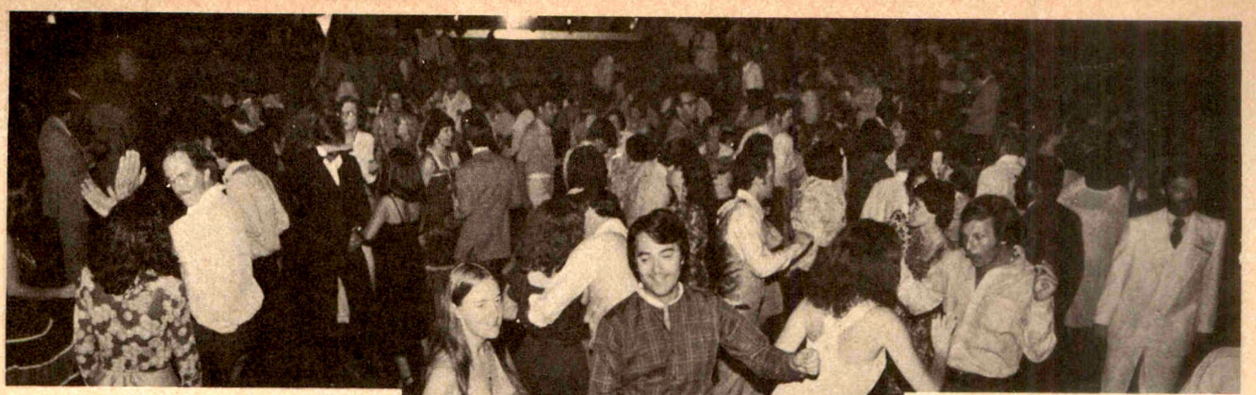
Library of Congress Networking Czaritza Henriette Avram brought conferees up to date on progress at the hot center of network planning. Seeking to develop a "computerized, comprehensive, bibliographic data base" as part of the "bibliographic component" of the NCLIS master plan, LC's Network Development Office is working with a broad-based Network Technical Architecture Group (NTAG), and a new Bibliographic Advisory Committee. NTAG is focusing on the links between automated bibliographic services. The role of the advisory committee, chaired by LC's Joseph H. Howard, will be to review the work of some rather high-priced consultants in designing part of the nationwide data base, including a "message delivery" system. (And if the networking lingo throws you, never fear; Avram announced that *The Glossary of Library Networking* will be available in August from LC's Cataloging Distribution Service.)

A related group, with the widest purview of all, is the Network Advisory Committee (NAC), whose 30 "components" represent the main players in the national networking drama. How does this group view the challenges before it today? According to NAC Steering Committee Chair Edward Shaw (who represents BALLOTS), the *technical* aspects are the easiest—the linking of utilities and networks. But the *economic* aspects have yet to be defined, and will determine whether the technical can be delivered. Right now, he said, the "economy" of the network is like trade between sovereign nations. The *governance* aspect is another question: will it be coordinating? Cooperative? Directive? And finally, planners face the *programmatic* challenge, which is a fancy way of saying: when the network is finally here, what will it do?

AACR-Two-Soon?

The networking session concluded with one of several conference skirmishes concerning AACR 2, a revision whose time, some feel, has not yet come. (On June 14, the Canadian Assn. of Research Libraries called for a quick cost-effectiveness analysis of adopting AACR 2.) Some are questioning the zeal of the RTSD Board in approving fall 1978 publication, and questioning LC's decision to adopt in 1980. The opponents claim that many authoritative voices had called for a delay.

For its part, LC is considering a few exceptions to the new rules so that fewer costly changes will have to be made by libraries using LC cataloging. For example, explained LC Principal Descriptive Cataloger Ben Tucker, "Great Britain" and "Dept." would continue to be used in headings instead of AACR 2's



Above: The Junior Members Round Table earned some $2,200 for good deeds from its fevered disco.
Left: A lobbyist for Puerto Rico as Midwinter site used Al Trezza's pate for publicity.
Right: President Russell Shank, in "Dallas 79" hat, gets ribbing from AASL President Anna Mary Lowrey.

Above: William Moffet of SUNY/Potsdam gravely informed an academic audience of his research diggings: Most college librarians are named James, he says, and are either dead or dying.
(Photo by Will Goodwin.)
Above, right: His term ended, 1977/78 President Eric Moon threw a party and danced for joy (here with Marva Deloach).
Right: The strains of violins soothed the strain of conference for thousands of guests attending Baker & Taylor's 150th Anniversary Celebration at the Chicago Art Institute.

"United Kingdom" and "Department."

One speaker at the "Whither MARC and Mann" program called LC's decision to adopt AACR 2 a "wise" one. Then, admitting his bias, AACR 2 co-editor Michael Gorman defended it on this basis: that LC would not be "switching cataloging standards," as some believe, "but abandoning a *lack* of standardization." For the first time since LC began monkeying with AACR 1, it would be "producing a predictable record by a predictable standard."

Gorman received a solitary challenge from the audience: "Would it not be better—and cheaper—for LC to re-adopt AACR 1, instead of going to a new set of rules?"

Cheaper, yes, Gorman responded, but not better. (He elaborates in an 18-page review of AACR 2 in the summer issue of *Library Resources & Technical Services*).

In the body of his talk, Gorman offered, as an escape from death by non-automation, the "replication" alternative, *i.e.*, the adoption by one library of a system developed and used by another. Once accomplished, he noted from experience, the transfer of a system becomes simpler and cheaper each time.

"I'm writing an existential drama," he said, "in which libraries are waiting for networks to come about." He argued that instead of waiting for Godot, a library should consider replicating a system "with its feet already on the ground." —*A.P.*

The IFC Hearing

What should be the charge of ALA's Intellectual Freedom Committee?

Amid sounds from a Puerto Rican rally, librarians representing a variety of interests addressed this question during four hours of hearings before IFC members. Although the committee ultimately decided to keep its present statement of responsibility, it agreed to examine more closely its methods of implementation.

Several people who testified said IFC should take a more practical approach to solving intellectual freedom problems. Others asked the committee to be more concerned with youth access to library materials. They suggested IFC does not place enough importance on the 14th Amendment, which guarantees specific citizens' rights.

Other suggestions included increasing committee input into the IFC newsletter; filing fewer "friend of the court" briefs supporting pornographers; establishing priorities on how the committee should spend its time; educating the public to a greater extent about intellectual freedom and the First Amendment; and better informing libraries of how IFC and ALA's Office for Intellectual Freedom can help fight censorship.

Academic Library Standards

Several meetings of the Association of College and Research Libraries focused on the draft of "Standards for Academic Libraries" prepared by ACRL and the Association of Research Libraries. The standards, more qualitative than quantitative, carry an appendix of quantitative techniques. ARL will discuss and vote on the standards at its fall meeting. At ALA Midwinter, the ACRL Board will decide whether or not to accept them. —*Mary E. Johnson, Midwestern State University, Texas.*

The Age of Young Adults

"We, as librarians and interested persons concerned with services to youth, feel that it is imperative for the YASD Board to make a definitive statement relating to the specific ages served by the young adult specialist . . . We are being hampered by indecisive philosophical definitions and look to our national organization for specific guidelines."

When the Young Adult Services Division Board received a 35-signature petition bearing this message, it decided to investigate the matter further. Before a standing-room-only crowd at Annual '78, the board heard testimony on the pros and cons of establishing age boundaries for young adult services.

YASD's field of responsibility statement does not specify what age group the division is intended to serve. It describes YASD users simply as "young people" or "young adults."

By contrast, the Association for Library Service to Children defines its service group as children in preschool through eighth grade. Some question has existed on whether ALSC and YASD services overlap.

Several librarians who testified at the hearing said YASD needs a definite age limit to facilitate budget allocations. They explained that YA materials are the last to be funded because they fall into a nebulous category library administrators often ignore.

Others said an age definition would help catalogers and selectors, encourage junior high school students to use the library, and take a burden off school librarians serving young teens.

Those who opposed an age definition said YASD must serve a variety of young readers with different emotional, physical, and intellectual maturity levels. They argued that age boundaries would limit the YA librarian's flexibility.

"I'm going to serve whoever needs my help no matter what age [the patron is]," said one librarian.

Ultimately, the board decided not to define the age of young adults at the national level. In a revised statement of responsibility approved by the Committee on Organizations and passed by Council, it vows to "create and maintain communication links with other units of the ALA whose developments affect service to young adults."

For the time being, those who want a young adult definition will have to develop one at the local level.

The Children's Books Forum

There are legions of librarians, it must be noted, for whom networking and AACR 2 are not the leitmotivs of Conference week. These are the people who work with children, and a thousand of them came to a forum on "Reviewing Children's Books" presented by ALA's *Booklist*. That as many still care about the quality of literature they may not be able to acquire in 1979 (thanks to tax-revolting cutbacks) is encouraging. *Booklist*'s children's reviewers rewarded their interest with four provocative themes: 1) there is virtually no "criticism" in the field, but only descriptive "reviews" and "accumulative" essays on trends (Betsy Hearne); 2) popular reading has a valid place in the library, but needs its own set of standards (Barbara Elleman); 3) second-class standards for children's biography have yielded one-sided results; and 4) critical exposure of high interest-low vocabulary books is more vital than ever in the era of Jarvis (who brushes off libraries as unnecessary to a generation of illiterates).

The speakers believe critical exploration goes far beyond evaluation for book selection. Hearne advocates more library school background in criticism and more critical skill on juries selecting prize literature. Among faults she finds with the Newbery Award is that it measures poetry against fiction, against nonfiction in a single category.

Hearne underscored her views with parodies of what passes for criticism in the reviewing media; for example, the *New York Times*, were one of its children's reviewers to take on *Hamlet*.

In Shakespeare's latest play, a royal couple have trouble coping with their unruly son. The main character's main problem is avoiding responsibility. What the author should have done, as I did in my book *Jane or the Princess Must Live*, published by Makebelieve Press in February 1976 at $5.95, is end the book on an equally realistic but more upbeat note.

THE SOURCE

edited by Susan Spaeth Cherry

ALA GENERAL NEWS

Bunnell Begins RTSD Post

William I. Bunnell is the new executive secretary of ALA's Resources and Technical Services Division, succeeding Carol Kelm. A former president of the New Jersey Library Association, he has held offices in ALA's Association of College and Research Libraries and RTSD.

Bunnell served as director of library services at the County College of Morris (N.J.) since the institution's inception in 1969. He also has worked in libraries at Bloomfield College (N.J.), Cornell University, Trinity College (Conn.) and the University of Chicago.

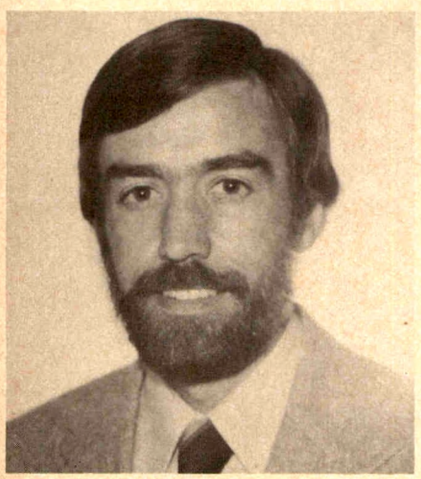
A former chapter vice president of the American Association of University Professors, Bunnell has a bachelor's degree in American history from Trinity College and a masters' degree in library science from Columbia University.

Lockwood Joins ALA Washington Office

Aug. 1 James D. Lockwood, former reference librarian at the Indiana University School of Law, became the new assistant director of ALA's Washington office, succeeding Harry Sprouse.

Lockwood, who has lectured at Indiana University's graduate library school, was a graduate staff assistant and teaching fellow at the University of Michigan. He earned a B.A. in psychology at the University of California/Santa Cruz, another B.A. in sociology at California State University/Los Angeles, one master's in sociology and another in library science from the University of Michigan.

Lockwood is a member of ALA's Library Administration Division.



James D. Lockwood

Directory Info Disappears; Changes Needed Again

Members who submitted personal information changes for the *ALA Membership Directory* must, unfortunately, do so again. All changes sent to ALA with election ballots vanished mysteriously before master records were altered. Sept. 6 is the new deadline to send changes (with membership numbers) to ALA Membership Services, 50 E. Huron St., Chicago, IL 60611. The deadline also applies to all members who wish to alter their records. Those who cannot make the deadline are encouraged to send the changes anyway (they might be worked in) or call the ALA Hotline number, (312) 944-2117.

The inconvenience is greatly regretted.

ALA to Conduct Library Poll

This summer ALA is using the Gallup Organization to conduct a nationwide poll on library use, reading and television viewing habits, and attitudes toward library funding. The Baker and Taylor Co. is financing the survey in celebration of its 150th anniversary.

The poll questions respondents from 1,500 households on topics such as parental reading to children. ALA Executive Director Robert Wedgeworth says the survey will help educate the public about libraries before the 1979 White House Conference on Library and Information Services.

Calling All Authors

ALA's Library Administration Division is seeking a knowledgeable author who can write an up-to-date revision of *Shelf Work in Libraries*, by William H. Jesse. Interested individuals should send their qualifications to Linda Wood, LAD Circulation Services Section chair, Los Angeles Public Library, 630 W. 5th St., Los Angeles, CA 90071.

Lynch to Head Research Office

Starting next month, Mary Jo Lynch will become the new director of ALA's Office for Research and staff liaison to the Research Committee and Library Research Round Table. She is currently associate executive secretary of the Public Library Association and the Reference and Adult Services Division of ALA.

Lynch has been an assistant professor at the University of Michigan School of Library Science, a senior reference librarian at the University of Massachusetts Library, and head of the University of Detroit Library's reference department.

She has bachelor's and master's degrees in English from Marygrove College (Mich.) and the University of Detroit, a master's degree in library science from the University of Michigan, and a doctoral degree in library service from Rutgers University (N.J.).

Mary Jo Lynch

UPDATE: LIBRARYLAND

The way it works. How does the Universal Serials and Book Exchange fill daily orders for more than 1,250 periodicals? "USBE—Your Best, *First* Source," an 8½-minute slide/sound show, describes the workings of a cooperative exchange warehouse. USBE has 25 show sets loaned free. Mail or phone in requests with estimated audience size to USBE, 3335 V St., N.E., Wash., D.C. 20018, 202/529-2555.

Programs galore. "Emphasis: '77–'78" is a 16-page pamphlet describing 22 programs benefitting New York area library users. Published by the New York Metropolitan Reference and Research Library Agency (METRO), the pamphlet contains suggestions on resource development, inventory control, improved access, and continuing education programs. For a free copy, send a self-addressed, stamped, business envelope to METRO, 11 W. 40th St., New York, NY 10018.

When disaster strikes. The New England Document Conservation Center (NEDCC) runs a free disaster assistance service for libraries, museums, historical societies, and document re-

positories. Within 12 hours after they are called, NEDCC staffers will assess damage from fire, water, and other disasters at institutions in New England and New York. Planning salvage operations and setting up procedures to recover damaged materials are among NEDCC services. For help, call 617/470-1010, day or night, seven days a week.

Speaking up. Some 180 Massachusetts citizens discussed the future of libraries recently at the Massachusetts Governor's Conference on Libraries and Information Services. Reflecting the slogan, "No silence, please—speak up for libraries," the delegates called for regional previewing centers to evaluate library materials before purchase. Resolutions redefined literacy to include nonprint materials and supported reading and adult education programs in foreign languages.

Bring out the typewriters. Knowledge Industry Publications, Inc., is offering a $2,000 prize for the best original, unpublished, book-length manuscript on library automation and technology. The winning entry will be published in KIP's Professional Librarian series. Manuscripts must be at least 30,000 but not more than 45,000 words long. They should be more practical than theoretical and may address topics such as cataloging, processing, networking, management, and patron service. Send entries by Dec. 31 to Benjamin Compaine, KIP, 2 Corporate Park Dr., White Plains, NY 10604.

What's in a name? The Library of Congress' Division for the Blind and Physically Handicapped has a new name: National Library Service for the Blind and Physically Handicapped. The change is part of an LC administrative reorganization.

Library study. The New Jersey State Library is conducting an 18-month study of libraries statewide through a commission designed to examine local government. Analyzing the structural, fiscal, organizational, and service aspects of New Jersey libraries, the commission will recommend improvements in a final report late this year.

Bucks for books. The University of Southern California library is the beneficiary of a $1.6 million continuing endowment from J. Douglas Pardee, alumnus and president of Pardee Construction Co. During the last five years, the gift has produced $100,000 annually to enrich the library's general collections.

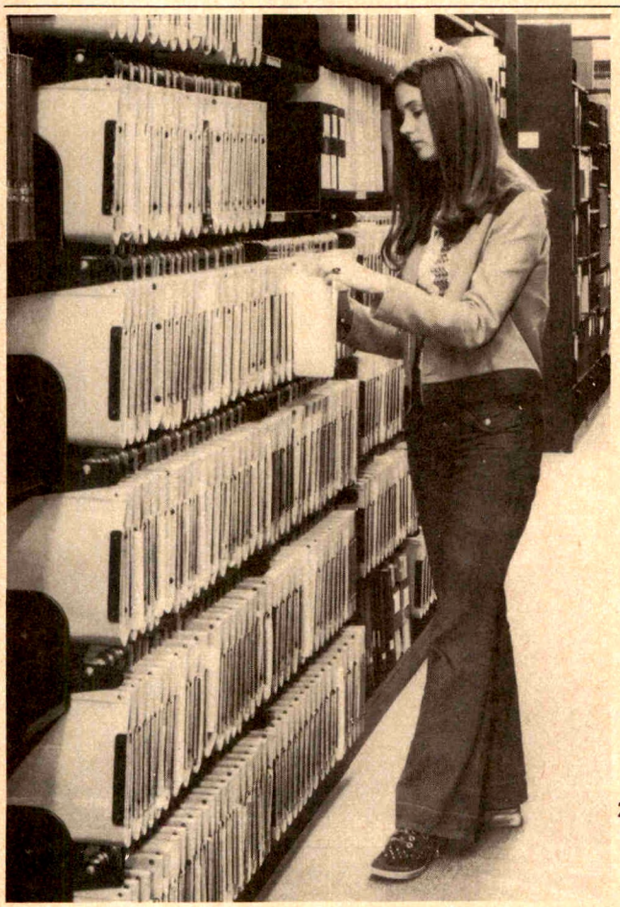
Self-study. An $18,845 Council on Library Resources grant is enabling Drew University (N.J.) to study its library's problems and assets through the Academic Library Development Program. The university is the third U.S. institution to receive funds for the program, which involves a two-staged, self-study survey.

PR & PUBLICITY

Spots Promote Libraries

For the last year, major radio networks have aired "Book Hotlines," 60-second public service spots on libraries and reading, written and produced by the American Library Association. A reel-to-reel tape containing eight spots is now on sale to libraries at $6 per tape, prepaid. The announcements are designed to be redubbed so libraries can substitute their own names for the ALA credit line.

"Book Hotlines" are aimed at different age groups and occupations. Each spot shows how the library contains books on everyday, as well as scholarly, subjects. Available with script from



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ALA's Public Information Office, 50 E. Huron St., Chicago, IL 60611.

Publicity with Puzzles

Puzzled on how to promote library services?

Puzzles are the answer, according to the Akron-Summit County Public Library. Each month, it offers local newspapers a children's puzzle promoting some aspect of library service to youth. Since the papers use offset lithography, the library can provide them with finished copy they can shoot directly. The cost to the library is minimal for widespread exposure.

Prescription for Perfect PR

The North Carolina Library Association has produced a 15-minute, 16mm color film to train library staff in dealing with the public. *Rx for PR in PL's* (Prescription for Public Relations in Public Libraries) discusses patron/staff relations in providing audiovisual, homebound, and circulation service and I&R, reference, and employment help.

Written and acted by North Carolina public librarians, the film is available for $150 plus tax and shipping from Arthur Goetz, director, Public Library of Johnston County and Smithfield, 305 Market St., Smithfield, NC 27577. Contact Goetz for preview arrangements.

PR with Imagination. Advertised as "an amazing amount of cheap, professional library PR," *The Library Imagination Paper* will debut this winter with ideas, artwork, and copy libraries can use for their own promotional materials. Published quarterly by award-winning library graphic designer and writer Carol Bryan, the paper will feature tips on dealing with printers, reproduceable text and pictures, and an amusing "Brainstorming Column." Subscribe from Carol Bryan Imagines, 1000 Byus Dr., Charleston, WV 25311.

"I'm an INFO-maniac," advertises Lee Ann Glancey, recent graduate of Drexel University library school. T-shirts like hers are available for $4.50 in sizes small, medium, large, and extra-large from DSLA/ASIS Treasurer, Graduate School of Library and Information Science, Drexel University, Philadelphia, PA 19104. The shirts, which are white with blue letters, take four weeks for delivery.

Exposure through Newspapers

Four days before the central Manatee County (Fla.) Library was dedicated this spring, the *Bradenton Herald* newspaper devoted an entire supplement to the new building and the system to which it belongs. Articles discussed the library's services to children and the disabled, administration, branches, layout, and facilities. The supplement also featured a full-page invitation to the library's dedication.

LITERACY

Reading Skill Series Takes Filmstrip Format

The Center for the Humanities, Inc., "Reading Skills" series, originally released as sound-slide sets, is now available in sound filmstrip format. It includes three programs geared to specific comprehension skills: "Understanding the Main Idea and Making Inferences"; "Making Judgments and Drawing Conclusions"; and "Using Clue Words to Unlock Meaning."

Student activity books accompany the series, which is available from the Center for Humanities, Inc., 2 Holland Ave., White Plains, NY 10603.

New Series Teaches Illiterate Adults and Teens

To aid illiterate teens and adults, Literacy Volunteers of America, Inc., recently published a new book series, *Read On!* Designed for individualized tutoring, the series consists of 10 storybooks with accompanying workbooks and a teacher's guide featuring a placement test. Geared to adult interests, stories concern subjects such as starting a new job, thwarting a theft, and camping.

Written by reading consultant Jane H. Root, the series is $45 from Literacy Volunteers of America, Inc., Midtown Plaza, Room 623, 700 E. Water St., Syracuse, NY 13210.

Library Sponsors Tutoring

In its federally funded Project Rediscovery, the Akron-Summit County (Ohio) Public Library is tutoring students with reading difficulties. Identified as poor readers by their elementary school teachers, the students receive instruction from specially-hired tutors after school or Saturdays, twice a week. Youngsters are pretested, then taught with the Systematic Approach to Reading Improvement method. Periodically, they are retested to monitor their progress.

The tutorial program has served some 43 children per month since it began a year and a half ago. Students who have reached their prescribed reading levels have been phased out to make room for others on the program's long waiting list. Since July 1976, the 47 youngsters completing the program have advanced 22 levels on the SARI reading scale.

Tutorial materials are part of the collection in the library's Philosophy Religion Education Division.

Black English Bibliography

"The references selected . . . represent recent work and, as a group, describe the current state of knowledge concerning Black English speaking children and reading."

So says the introduction to *Reading and the Black English Speaking Child: An Annotated Bibliography,* compiled by Jean R. Harber of the University of Maryland and Jane N. Beatty of the University of Pennsylvania. The 47-page booklet lists publications on subjects such as dialect interference, teacher attitudes, and testing.

Available from the Order Department, International Reading Association, 800 Barksdale Rd., P.O. Box 8139, Newark, DE 19711; $1.75 for IRA members, $2.50 for nonmembers; order no. 331; ISBN 0-78207-331-9.

Wanted: Titles for Poor Readers

Providing information for adults with limited reading ability is the goal of the Subcommittee on Library Service to the Rural Poor and Appalachian People of ALA's Office for Library Service to the Disadvantaged. The committee is seeking names of easy-to-read "survival skills" books to update its publication, *Information for Everyday Survival:*

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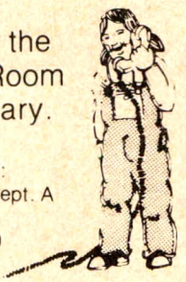

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Suggested titles should be in print and able to circulate. Although the committee is seeking material at the eighth-grade level or below, titles at higher levels will be considered. Preferred topics include aging, children, community, education, family, free time, health, home, jobs, law and government, money management, self and others, and transportation.

Send suggestions to Norma Richey, New Mexico State Library, POB 1629, Santa Fe, NM 87503.

How to Set Up Literacy Programs

Setting up reading tutoring programs in libraries is the subject of the revised edition of *Literacy Programs and Public Libraries* by Brenda Gray, Maurice Stevenson, and Dorothy Muktarian. The 40-page booklet is based on staff experiences in Reading for Everyone to Achieve and Develop, an LSCA Title I project administered by California's South Bay Cooperative Library System.

The publication suggests a budget for setting up a reading lab, guidelines for tutors, sources for materials, bibliographies, and ways to recruit volunteers. Chapter titles include "The Adult Learning Center," "Teaching the Non-English Speaking Adult," and "Publicizing the Program."

Available for $3 prepaid from South Bay Cooperative Library System, Santa Clara Public Library, 2635 Homestead Rd., Santa Clara, CA 95051. Make checks payable to Santa Clara Public Library.

SCHOOL MEDIA CENTER

Serving Exceptional Children

Who is the special learner? How can school media specialists serve exceptional children? What is the best way to match learner needs with instructional resources?

Special People, Special Needs, Special Services was prepared for a series of conferences held early this year in Georgia on relating school media centers to the Education for All Handicapped Children Act.

The 78-page handbook contains information on special education policies and procedures, serving exceptional students in agencies and the school media center, and instructional material selection and evaluation. It features a bibliography of titles recommended for school purchase.

Available for $2 prepaid from the Department of Educational Media and Librarianship, University of Georgia, 607 Anderson Hall, Athens, GA 30602.

Copyright in the Media Center

When can a work be duplicated without an author's permission? The question is answered with everyday examples in *Copyright, Media, and the School Librarian; a guide to multimedia copying in schools.* Now available from the American Association of School Librarians, the booklet is geared toward building-level library media specialists. It contains student and teacher copyright guidelines in various media categories.

Available for $2 from AASL, 50 E. Huron St., Chicago, IL 60611. Discounts of 10, 20, and 30 percent are available for orders of 10-50, 51-250, and 251-1,000, respectively.

School Library Stats Reprinted

The University of Illinois Graduate School of Library Science is now reprinting two works originally published by the National Center for Education Statistics. Nicholas Osso's *Statistics of Public School Libraries Media Centers* is now titled *Statistics of Public School Library Media Centers 1974 (LIBGIS I),* monograph no. 14. *Survey of Public Libraries* by Helen M. Eckard now is called *Statistics of Public Libraries, 1974 (LIBGIS I),* monograph no. 15.

They are available for $2.50 each from the Publications Office, University of Illinois Graduate School of Library Science, 249 Armory Bldg., Champaign, IL 61820. Orders less than $5 must be prepaid.

University Press for HS Libraries

Gifted high school students and pupils requiring material in specialized areas can benefit from the 1978 edition of *University Press Books for Secondary School Libraries.* The 10th edition lists more than 300 titles published by university presses and recommended by an independent committee of professional school librarians. Titles are classified by Dewey, and separate author and title indexes are included.

Single copies are available free from American University Press Services, c/o Rita Black, One Park Ave., Suite 1102, New York, NY 10016. Librarians who have requested copies in past years automatically will receive this year's edition.

Guide Lists Free Magazines

Free periodicals on topics ranging from childbirth to computers are listed in the second edition of *Free Magazines for Teachers and Libraries,* by Ken Haycock. Published by the Ontario Li-

brary Association, the 139-page paperback is designed to enhance junior and senior high school curriculums and to aid teachers and librarians.

The publication lists about 400 periodicals by subject. It notes frequency, pages, publisher, and content.

The new edition is more selective than its predecessor, according to OLA's publications chairperson. Available for $7.50 from OLA, 2397A Bloor St. W., Toronto, ON M6S 1P6.

YOUNG PEOPLE

Teens Pick Top 1977 Books

Teenage readers are less interested than they were last year in the occult and nostalgia but more interested in nonstop action stories, according to a poll conducted for the fifth consecutive year at the University of Iowa.

Based on interviews with juniors and seniors in six Iowa high schools, the survey has determined the 33 most popular books with 16- to 19-year-olds. The titles were among 300 newly published books introduced to students in individualized reading classes during the 1976-77 school year.

A reprint of the poll with annotations and bibliographic information is available free. Send a legal sized, self-addressed, stamped envelope to BYA Poll, Books for Young Adults, W 312 East Hall, University of Iowa, Iowa City, IA 52242.

Suggested Reading for Kids

More than 200 children's books on a variety of subjects are listed in the 14th annual guide to children's literature published by the Library of Congress. The 20-page, annotated *Children's Books—1977* lists titles considered useful and enjoyable for children of preschool through junior high school age. Books were selected from some 2,500 new juvenile trade titles published in the United States last year.

Compiled by LC's Children's Literature Center in cooperation with the U.S. Office of Education and Washington educational materials specialists, the list suggests books for leisure, school, and background reading. Available for $.90 from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Cite stock number 030-001-00085-1 when ordering; $1 minimum charge for mail orders.

Children Choose Cleary

A total of 43,913 Missouri children from more than 240 school and public libraries have selected Beverly Cleary's *Romona the Brave* as their favorite title of 1978. The youngsters chose from a list of 20 books nominated for the annual Mark Twain Award, sponsored by the Missouri Library Association and the Missouri Association of School Librarians.

Third to eighth graders voted on titles chosen by professional organizations interested in promoting reading. The titles were publicized on bookmarks distributed free throughout Missouri by the state library association.

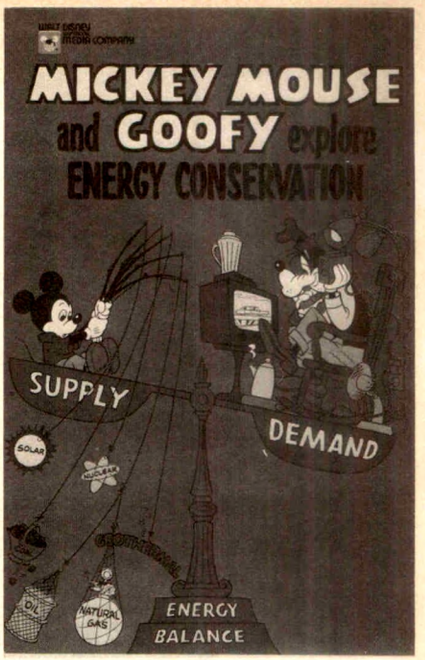
Parents' Choice Debuts

September will mark the debut of *Parents' Choice,* a bimonthly review of children's media. The publication will explore modern culture's effects on children with articles and columns on television trends, books, records, films, toys, and educational issues.

Edited by Diana Green of Radcliffe College, the publication will feature articles by nationally recognized authorities such as Peggy Charren, founder of Action for Children's Television. A board of professionals such as librarian Anne Pellowski will advise the editorial staff.

Subscriptions are $7 for six issues from *Parents' Choice,* Box 185, Waban, MA 02168.

"Hello Book," the slogan for 1978 Children's Book Week Nov. 13–19, appears on a streamer (above), designed by John Wallner, a poster, bookmark, frieze, and mobile available from the Children's Book Council. The colorful materials are sold in kits for $7.50 or separately. For a full-color brochure containing price information, send a self-addressed, stamped envelope to the Children's Book Council, 67 Irving Pl., New York, NY 10003, Attn. BW Brochure.



Comical conservation. As a sequel to its comic book *Mickey Mouse and Goofy Explore Energy,* distributed to more than 6 million individuals and institutions nationwide, Walt Disney Educational Media Company has published *Mickey Mouse and Goofy Explore Energy Conservation.* The 33-page comic explains the hows and whys of energy conservation in an amusing story form. Available from Walt Disney Educational Media Company, 500 South Buena Vista St., Burbank, CA 91521.

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, writes the notes in this column.

Friends forever. A new guide for friends groups has been published by the Friends of the Free Library of Philadelphia. *Find Out Who Your Friends Are,* written and edited by library board member H. Barrett Pennell, Jr., discusses organizing and sustaining a friends group. Topics include legal issues, volunteers, fund raising, communications, and programming. 113 pages, available for $5 (check) from Friends of the Free Library, Logan Sq., Philadelphia, PA 19103.

Library cooperation. The indexed *ASLA Report on Interlibrary Cooperation 1978,* 2d. ed., updates the 1976 pioneer report. More than just a directory of cooperative agencies, programs, and personnel, the new edition contains statistics on funding and number of libraries, legal information, and details on communications and services in U.S. and territorial interlibrary cooperation. 446 pages; $15. (10 percent off for

ASLA members) from ASLA, ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-5539-8; 77-54411).

Map rap. *Map Librarianship: An Introduction* by Mary Larsgaard discusses acquiring, processing, and servicing map collections. The 330-page, hardbound volume includes a substantial bibliography. $17.50 from Libraries Unlimited, Box 263, Littleton, CO 80160 (0-87287-182-7; 77-28821).

Info needs of Swedes. A national library and information network for Sweden is described in *Scientific and Technical Information Provision in Sweden: Proposal for New Organization.* The report by two commissions is available free on request from Förärvsavdelningen, Kungl. Biblioteket, Box 5039, S-102 41 Stockholm, Sweden.

Hometown History. *Local History Collections: A Manual for Librarians* by Enid T. Thompson is an illustrated booklet covering conservation, legal issues, special projects and services, and other topics. The 99-page paperback, which includes an index and detailed bibliography, is $5.75 from the American Association for State & Local History, 1400 8th Ave. S., Nashville, TN 37203 (0-910050-3; 77-28187).

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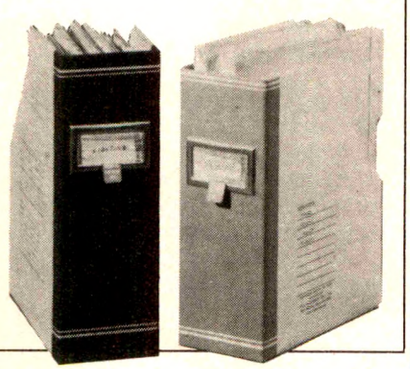

mediatmosphere

Specialists in various aspects of nonprint communication and resources will guest author this new column. Appearing approximately eight times a year, "Mediatmosphere" supersedes "Media Minded," by Deirdre Boyle, who has been named an assistant editor of Wilson Library Bulletin. The initial offering is staff written by Susan Spaeth Cherry. Manuscripts of about one thousand words will be considered for publication.

Media Technology: Master, Slave, or Friend?

"Equipment for today and especially for tomorrow should provide all types of information at the fingertips of all learners."

University of Washington Prof. Jerry Torkelson sounded like he was reading from ALA's discussion draft for a national information policy. But in reality, he was discussing the future of educational media hardware at the Association for Educational Communications and Technology's 1978 convention.

The April event drew 5,119 school media directors, educators, librarians, and communications experts to Kansas City for five days of seminars, workshops, hands-on demonstrations, film festivals, and field trips. The convention boasted 488 exhibits of educational technology materials, equipment, and services. Stretched over a mile and a half in the downtown convention center, the display was billed the largest of its type in the world.

In keeping with its theme, "Vision and Action," the convention took a philosophical as well as practical approach to educational technology. Speakers discussed the latest media innovations, cautioned against "letting technology become our master," and lamented society's reluctance to adapt to technological change.

Although conferees disagreed about media trends, few took issue with Arizona State University Prof. John Vergis as he addressed the first general session.

"Despite what is being taught, the manner in which it is being communicated is all important. . . . The media are basic, and let's not forget it," said Vergis. His words were immortalized on bright red "Media Are Basic" T-shirts purchased by conventioneers and worn with enthusiasm.

Technology's "Slaves"

Several speakers discussed the need to promote "media literacy" in schools nationwide.

Bruce Johnson of Films Incorporated, Wilmette, Ill., outlined the basic concept. "Media literacy," he said, "expands the definition of literacy to include forms of communication in addition to print: television, film, radio, audio and video recordings, telephone and computers.

"These distinct, but related communication processes may be said to be analogous to literacy, not a replacement of literacy. Like reading and writing, media literacy is the interpretation of meaning, and information, and language used in transmitting ideas."

Johnson discredited the "common misconception" that machines will replace teachers and librarians as technology advances. He recommended that communications specialists learn about media technology "to control it rather

Lyn Riggsby, 3½, catches the conference spirit with media T-shirt.

than be controlled by it."

Similar advice surfaced in a discussion on the future of educational media hardware. Richard Gilkey, director of the Portland (Ore.) Public Schools Department of Educational Media, cautioned against becoming "slaves" to technology. He remarked that media cannot aid in learning unless educators set specific instructional goals.

Noting that finances will determine the future of educational technology, Gilkey predicted schools will make greater use of video equipment, which will become less expensive in years to come. He said technological trends are evident from recent heavy marketing of videotape and videodisc systems and TV computer games.

However, Gilkey noted that schools have invested too much money in motion picture equipment to abandon film in favor of video formats.

Video will become an important educational medium in the home as well as at school, according to Robert Pfannkuch, president of Bell and Howell's Video Division. He predicted that by 1980 the U.S. will have more than a million videotape recording units producing 130,000 hours of original programming.

Pfannkuch forecast a cost-saving shift to a ½" videotape format this year. He predicted that an increasing number of film companies will videotape their libraries. Pfannkuch also said future technology will allow features of the videodisc to be duplicated on videotape.

Media of the future will be smaller, simpler to use, and more flexible, according to media expert Tom Hope, publisher of *Hope Reports*. University of Washington's Torkelson added that the most ideal media will be portable, accessible, and able to process digital information. Education, he noted, will benefit most from media that can monitor, measure, and evaluate learning.

Media sales are on the upswing, according to Dick Fowkes, president of Bell and Howell's AV products division. Dwindling education funds have decreased audiovisual equipment sales to schools, but general hardware sales in the last five years have increased 40 percent and audiovisual materials sales, 25 percent.

Hope noted that motion picture equipment showed the greatest sales increase last year, followed in order by slide, videocassette, audio, and filmstrip equipment.

A Time of Confusion

The way society has adapted to media concerned several AECT speakers. Hope cautioned against "looking ahead and ignoring the media with us today." But Maurice B. Mitchell, head of California's Center for the Study of Democratic Institutions, took a different view. Calling for more far-sighted leadership, he remarked, "We are still in the early stages of the development of technology, and vast changes lie ahead. The possibilities of the original technology are just now being understood."

Mitchell said society is reluctant to accept technological change. "I've never seen a time of greater confusion," he remarked.

Projecting. Conferees watch a multimedia show using 15 slide projectors.

Off-the-Air Videotaping, Intellectual Freedom, and ERA

A working paper on off-the-air videotaping of television programs and a position statement on intellectual freedom emerged from the AECT Board meetings during the association's April convention. A motion on the Equal Rights Amendment was tabled.

The board supported off-the-air copying of commercial and noncommercial television by educators under the Copyright Act of 1976. Its working paper states, "The courts have historically promoted the fair use of materials by educators. Yet, by failing to recognize fair use in off-the-air videotaping, television networks are depriving students and teachers [of] fair access to a great deal of outstanding material."

The paper specifies off-the-air copying guidelines, including:

- That teachers or instruction specialists initiate the off-the-air taping;
- that duplicate tapes may be made to serve the needs of the school or school district;
- that all copies be erased or destroyed within one year of the original recording date;
- that the copies may be used an unlimited number of times via face-to-face teaching or closed circuit TV;
- that videotapes may not be lent, sold, rented or distributed beyond the confines of the school district;
- that if the educational institution wants to keep the copies for more than a year, it may enter a licensing agreement and pay a fee for each year the program is kept.

For the first time in recent AECT history, the board adopted an intellectual freedom statement saying the principles of free speech also apply to the "use of sound and image in our society."

The statement supports freedom of inquiry and access to information for everyone, regardless of age, sex, race, religion, national origin, or political and social views. Although it calls censorship a threat to learning in a democratic society, it says information suppression attempts "should be met calmly with proper respect for the beliefs of the challengers."

The statement also notes that "since attempts to censor sound and image materials frequently arise out of misunderstanding of the rationale for using these formats," AECT will "attempt to help both user and censor to recognize the purpose and dynamics of communication in modern times, regardless of the format."

For the second year in a row, the board was unable to reach a consensus on a request by the AECT Affirmative Action Committee that the association declare itself for or against the Equal Rights Amendment. Action on the request was tabled until the fall board meeting. Staff members will prepare background information on ERA and supply the board with an attorney for future discussions.

LIBRARY PERSONNEL

Appointments

CHARLES DARRETT CHURCHWELL. Sept. 1 Churchwell will become university librarian at Washington University in St. Louis. He formerly served in the same post at Brown University in Providence, R.I.

C. RAY EWICK. Now director of the Indiana State Library, Ewick formerly served as executive director of Rolling Prairie Libraries in Illinois.

DON JOHNSON. July 1 Johnson left his position as director of the Madison-Jefferson County Public Library (Ind.) to become director of the Valparaiso-Porter County Library System (Ind.).

HWA-WEI LEE. Formerly associate director of libraries at Colorado State University, Lee recently became director of the Ohio University Libraries.

S. MICHAEL MALINCONICO. The New York Public Library recently appointed Malinconico coordinator of technical services. He formerly was assistant chief of the Systems Analysis and Data Processing Office.

DONNA E. RHEIN. Formerly director of Old Lyme (Conn.) Library, Rhein recently became executive director of the Southwestern Library Association.

NORMAN J. SHAFFER. Recently Shaffer became chief of the Library of Congress Preservation Office.

ELBERT L. WATSON. Aug. 1, Watson became executive director of the Indiana Library Association and the Indiana Library Trustee Association. He directed several public library systems and was senior archivist at the Tennessee State Library.

JAMES R. WILKERSON. Recently Wilkerson became the new director of the Arkansas Valley Regional Library Service System. He formerly was district librarian/director of the Eastern Oklahoma District Library, Oklahoma.

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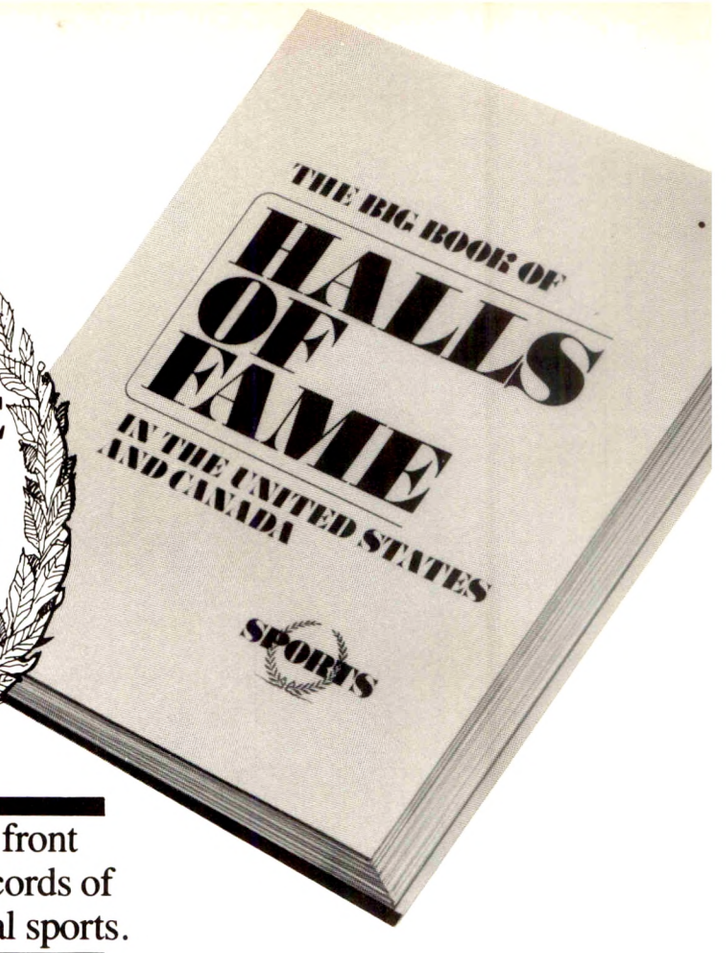

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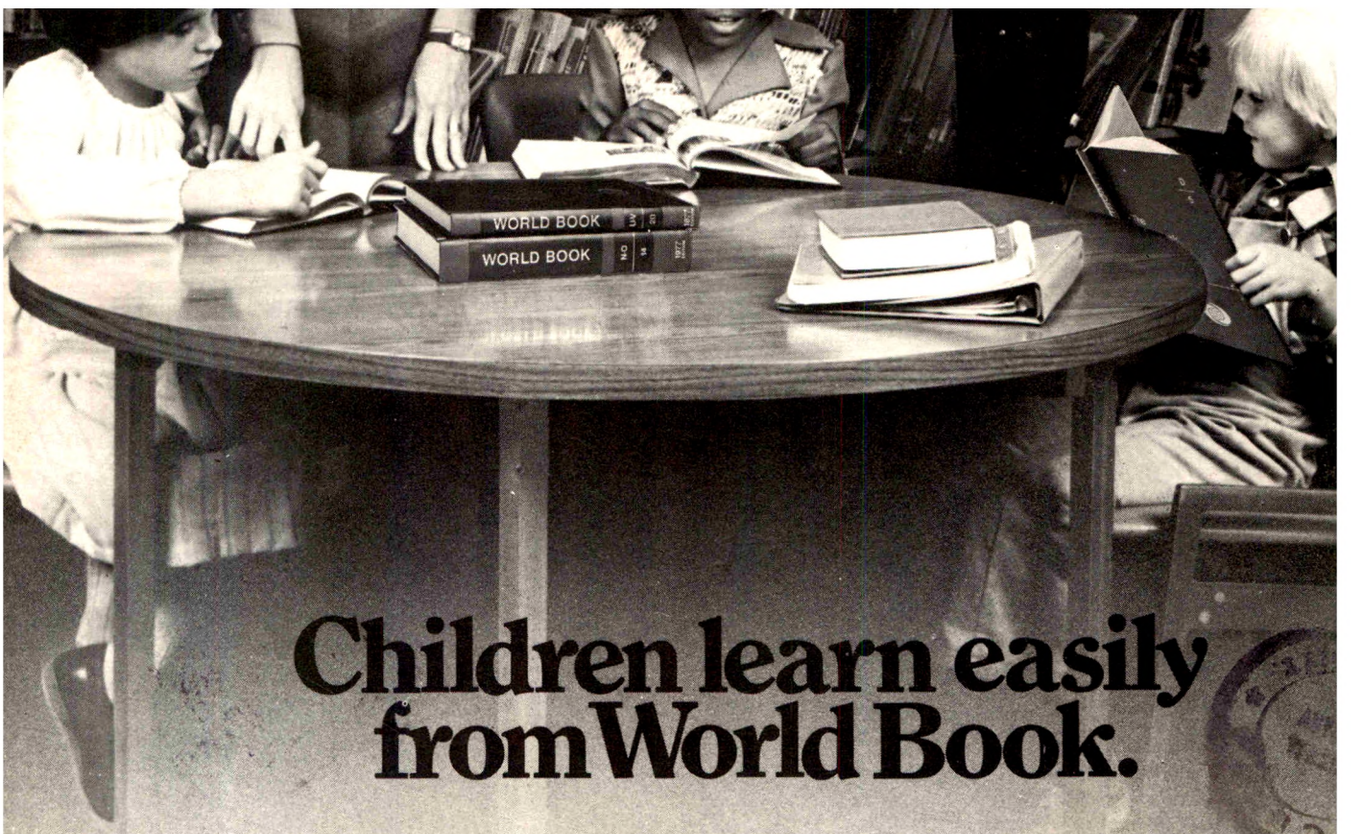

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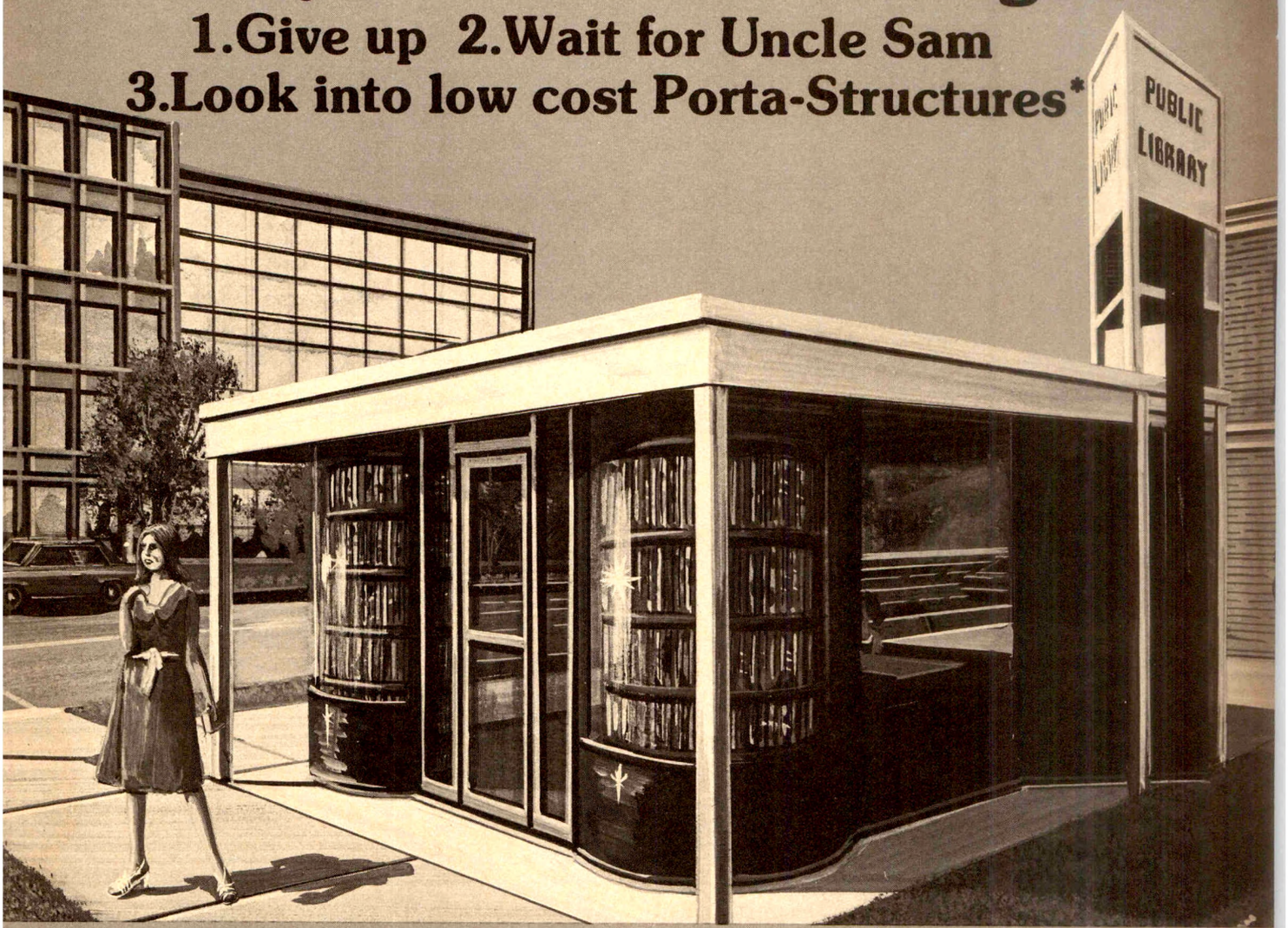

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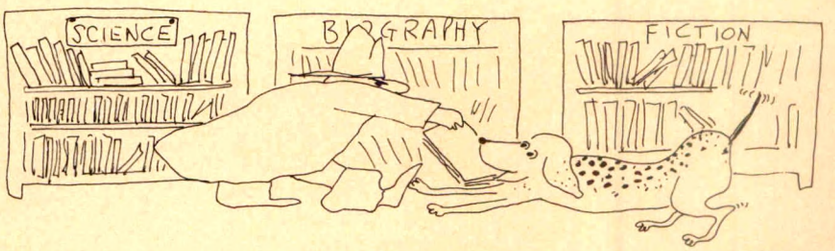
American libraries

VOL. 9, NO. 8 SEPTEMBER 1978

450 IN THE NEWS/ Library power persuades LC to delay AACR 2 adoption and catalog closing for one year; New Yorkers vote for libraries at their White House preconference in Albany's space-age Empire State Plaza, and correspondents report on WHCLIS fever in Tutuila, Boston, and Eugene.

463 ACTION EXCHANGE/ Libraries *can* succeed in fire stations, say writers from Corning, N.Y., to Sinton, Tex.



John E. Walker

464 SARAH REED/ Selected excerpts of Sarah Reed's thoughts on librarianship recorded in an interview shortly before her death.

466 WHO WE ARE/ A new name for "Personalities Plus." Public Librarian Jim Draper clowns around, researcher Dena Epstein digs for black music, and Professor Doris Clack defies classification.

468 MONEY/ Continuing *AL*'s series of where to find and how to get those extra library dollars. Raymond Young tells how "CETA Funds Can Aid Your Library, Too." Also, notes on funding, grantsmanship, and alumni contributions.

480 TEL-MED/ Donald Sager reports on the successful tape library of health information and referral in Columbus.

483 ANNUAL CIRCULATION SURVEY/ Latest figures compiled by the University of Illinois Library Research Center.

490 THE SOURCE/ Premiering Michael Gorman's column on "Toward Bibliographic Control." See p.458 for introduction of *AL*'s two new columnists.

448 PAGE ONE
461 COMMENTARY
469 LEADS
484 FACILITIES & DESIGN
486 PUBLISHING WORLD
488 DATEBOOK

Cover: Architectural anchor to the colossal Empire State Plaza in Albany, N.Y., is the new state library and museum building (Cultural Education Center) in the background. A proud administrative team stands in the foreground, on a break from the New York State White House preconference held this summer in the plaza's convention center. From left are Bettina Wolff, administrative officer; Peter Paulson, library director; Robert Flores, bureau chief, regional library services; E. J. Josey, bureau chief, specialist library services; and Joseph Shubert, state librarian and assistant commissioner for libraries. (Staff photo by A.P.)

ALL LC ACTIONS ANNOUNCED FOR JANUARY 1980--freezing the old catalog, abandoning the superimposition policy, and implementing AACR 2--will be postponed until January 1981, the Library of Congress Information Bulletin reported Aug. 19. The year's grace resulted from a resolution on AACR 2 passed by library leaders conferring at ALA Headquarters (see p. 450). Responding to similar requests, the British Library and the National Library of Canada also announced decisions to delay.

The postponement will affect LC in three ways, Deputy Librarian of Congress William Welsh told AL: the Copyright Office is already using the new code and will continue, the cooperative project with the Government Printing Office to catalog documents will have to be rescheduled, and staff momentum and morale will suffer. "We were all geared up" to D-Day Jan. 2, 1980, Welsh explained.

AFTER CALIFORNIANS PASSED PROPOSITION 13, the state library's request for $45,000 to fund the White House pre-conference was eliminated from Gov. Brown's budget. While it delayed plans for the meeting, Proposition 13 actually emphasized the need for the pre-WHCLIS to determine what library services the voters really want. In August, California coordinator Gail McGovern optimistically noted "an increasing amount of visible support for libraries."

As evidence, she told AL, libraries figured prominently in a California Senate discussion of a bill to allocate an additional $100 million to special districts for one year. The bill, which will help county and other non-urban libraries, was passed by the Local Government Committee Aug. 13 and its adoption by the Senate and Assembly looks likely.

FLINT VOTES TO FUND LIBRARIES. For the first time in 126 years, the residents of Flint, Mich., had a chance to vote directly for their library. The Flint school board, which funds the public library, lost a vote in June; the library decided to ask for its own two-mill levy in Proposition 2 on Primary Day, Aug. 8. Friends collected $4,000 to mount a campaign warning people the library would have to close Aug. 22 if they didn't approve the levy. The result, reported by Flint Public Library Assistant Director John A. Oliver: 63 percent of the voters chose to keep the library and its seven branches open.

OKLAHOMA CITY BUDGET UP, BUT-- In an age of library budget slashing, Oklahoma City's Metropolitan Library System will record a 10.5 percent budget increase in 1978-79. The $2.35 million budget approved July 20 by the city's Metropolitan Library Commission is the product of greater-than-expected tax collections, savings accumulated by not filling vacancies, and tight expense monitoring. But Library Director Lee Brawner says the additional revenue will only "postpone further cutting of library services." Real service growth, he notes, "awaits a dependable, enlarged revenue base through an increase in the library mill levy."

CONTU ISSUES FINAL REPORT. After three years of work, the National Commission on New Technological Uses of Copyrighted Works met for the last time July 10 and submitted its final report to the President and Congress July 31. In that report it recommends amendment of the new copyright law to protect the creators of computer programs and make the works accessible to the public. CONTU, Washington, D.C. 20558 is distributing some copies; the Superintendent of Documents will make the report available later.

NEW EDITOR FOR WLB. In mid-September, University of Idaho Humanities Librarian Milo G. Nelson will move from Moscow, Idaho to New York City to succeed Wilson Library Bulletin Editor William Eschelman, who will become president of Scarecrow Press. Nelson, who edited the Idaho Librarian for 2½ years, is an immediate past president of the Idaho Library Association and secretary of the Pacific Northwest Library Association.

NEW INTERLIBRARY LOAN CODE UPCOMING. RASD's Interlibrary Loan Committee has appointed a subcommittee to draft a revision of the 1968 National Interlibrary Loan Code. To recommend changes, write Chair Marilyn Boria, Chicago Public Library, 425 N. Michigan, Chicago 60611.

SPEAKER PRICE TO RISE OCT. 15. Due to increasing production and handling costs, the Office for Intellectual Freedom will increase the price of its film The Speaker 10 percent next month. For those who order before Oct. 15, the price is $495; after that it will be $545. Total copies sold by mid-August: 289. Order from OIF, ALA, 50 E. Huron St., Chicago 60611.

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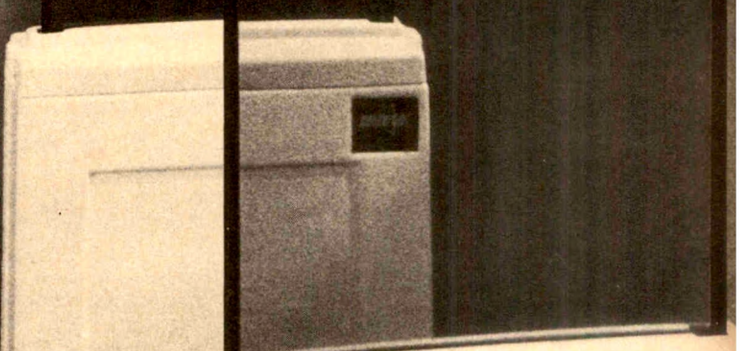

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LC Bows to Library VIPs, Postpones AACR 2 D-day

At a "summit meeting" at ALA Headquarters Aug. 3 on the forthcoming second edition of *Anglo-American Cataloging Rules,* 21 distinguished leaders made a notable judgment: they unanimously resolved that the Library of Congress delay adoption of the new code until Jan. 1, 1981. The representatives of key library organizations* also made a preliminary stab at some implementation problems.

In welcoming the VIPs, ALA President Russell Shank said that librarians had been complaining not about the substance of the code but the timing, cost, and management of the changes required. With AACR 2 still not off the presses, the Library of Congress had set Jan. 2, 1980, as D-day for adopting the new rules and closing its catalog.

At Annual Conference, ALA's Library Information and Technology Association had repeated its request for a year's postponement. And Deputy Librarian of Congress William Welsh had pointed out the need for a mechanism or forum to deal with the implementation of AACR 2. Shank told the summit: "We are that mechanism."

"Cheaper Now"

The timing emerged as a primary—and tangible—issue. Joe Leiter, associate director of the big National Library of Medicine, suggested, "Making changes in library practices is like buying real estate—it's always cheaper now than it will be later." He urged immediate adoption, and Jacky Rudeen, representing the small Washington Library Network, agreed.

LITA President Sue Martin argued: "I don't believe we know enough about AACR 2 to gauge its impact. There's been insufficient time to plan budget and catalog display."

Forty-eight of the 79 respondents to a recent Association of Research Libraries poll voted in favor of an LC postponement, ARL President John Lorenz reported. And UCLA library director Shank admitted, "From management's viewpoint, I'm nervous about the transition . . . another year could make it more orderly."

"The coupling of AACR 2 and closing the catalog is the difficulty for most academic libraries," said Dick Dougherty, former library director at the University of California/Berkeley, now at the University of Michigan. The cost makes some members of Berkeley's faculty call the proposed changes a "takeover by technocrats," he said.

Library Power

"OCLC can't get turned around by 1980," Director Fred Kilgour declared. "BALLOTS would like to see a year's delay for our libraries' sake," added its interim director, Edward Shaw.

Faced with collective library power, Welsh acquiesced. "LC can and will respond to the collective needs of the profession. If it is your judgment that you need time, we will delay. We don't exist for ourselves. We will adopt AACR 2 in January 1981 and close the catalog on that date."

The group then formalized its consensus in a resolution recommending that LC delay adoption of AACR 2 until Jan. 1, 1981. Welsh asked for and received a second resolution recommending that LC adopt the code Jan. 1, 1981.

He could not, however, bury the specter of an AACR 3 as he was urged to do. LC will continue to review the code. Along with the continuous review there will be continuous interpretation and continuous revision. But some day, there may be a need for a third edition.

Because of the constant changes, Welsh suggested, "We must develop a technique to produce a looseleaf form for the code." The group agreed and formally requested ALA to publish AACR 2 "in a looseleaf or otherwise updatable form."

ALA Executive Director Robert Wedgeworth promised the paperback code would be off the presses by Nov. 15, the hardback by Nov. 30, at about $10 and $15, respectively, for the 672 pages. Trim sheets will also be available.

Apples and Oranges

After a brief lunch break, the forum tied up some loose ends. Several participants had mentioned studies related to the implementation of AACR 2; BALLOTS Director Shaw proposed setting up a monitoring group or clearinghouse to review the methodology of projected studies so that the data gathered might be comparable. Unless this is done, the findings will be apples and oranges, Dougherty commented, because "all libraries will do it their own way."

Wedgeworth suggested that ALA's Office for Research might aid in such an effort. Forum participants concurred and asked Shank to name a small group including representatives of other organizations to work with ALA's Committee on Research. Eager to begin collecting information about AACR 2 studies, Office for Research Director Mary Jo Lynch asked everyone to tell her of completed and projected work.

As the 4½-hour meeting ended ahead of schedule, most participants tended to agree with Lorenz: "This has been a creative response to a problem—we should meet again." —*L.R.P.*

Warren Haas of CLR makes a point during the debate on AACR 2.

*ALA; Association of College and Research Libraries; Association of Research Libraries; BALLOTS; Council on Computerized Library Networks; Council on Library Resources; the Library of Congress; Library and Information Technology Association; National Agricultural Library; National Commission on Libraries and Information Science; National Library of Medicine; OCLC, Inc.; Reference and Adult Services Division; Resources and Technical Services Division; and Washington Library Network. The Joint Steering Committee for the Anglo-American Cataloging Rules was also represented.

The Library Liberals Say "Yes" at New York's White House Preconference

By Art Plotnik

One must not be cynical about state White House preconferences. People try their best, library awareness is raised above the ankles, and, after all, no one ever told us just what these WHCLIS things are supposed to make us feel. On the other hand, why pretend they make us feel nothing? Reading most WHCLIS pre-conference reports, one pictures a gallery of R2D2s beeping once for yes and twice for no on 250 resolutions, and going home.

At the New York State pre-WHCLIS, June 5-7, 274 delegates did vote yes or no on 50 resolutions (narrowed down from 400), but the voters were no robots. Neither were the more than 200 observers chasing the action through Albany's new space-age Empire State Plaza, site of the conference.

That Plaza! Ten sculptured mountains of marble rising from a four-million-square-foot, five-story platform. Framed by the old rococo Capitol building and the majestic new State Library, the Plaza honeycombs thousands of state workers, and in its sheer immensity gives one the feeling that *anything* is possible if enough people can get together on it. Not a bad feeling to underlie what Gov. Hugh Carey called the "best meeting ever held" in the Plaza's prehistorically huge, egg-shaped conference building. (Gov. Carey, in his welcoming address, admitted it was also the first meeting ever held in the "spectacular spheroid.")

But certainly many of the delegates had Plaza-inspired feelings of limitless possibilities. For at the very same time Proposition 13 was causing an economic implosion in California, the New Yorkers resolved to spend just about every last tax dollar in the state for the betterment of libraries.

Delegates called for a state-funded library-awareness media campaign equal to a recent $10-million "I Love New York" campaign of the Commerce Department. They responded to the outcries of a school-library contingent and backed a resolution for certified librarians in every elementary school learning resources center.

They said yes to tax money for nonpublic libraries giving public services without fees; yes to state and federal children's services consultants; yes to more services to prisoners, the blind, and the physically handicapped; yes to more money for the state archives program; yes to upgrading the state librarian; yes to more money for urban libraries; yes to greater support for the Schomburg Collection of black literature and history; yes to legislative bill A 9975/S 8252 for a high-powered state network, $32 million in direct state aid to public libraries, and 50 cents per capita for school library system development (the legislature came up with only some $3 million late in July).

N.Y. State Gov. Hugh Carey accepts a statewide library card from NYLA President Lucille Thomas at opening ceremonies of the NY/WHCLIS in Albany.

Yes, said the liberal and generous delegates of New York State, yes, yes, like Molly Bloom, yes, yes, yes to everything! Even when they said no to a dozen out of 44 resolutions (no fees, no citizen book selection, etc.), they were actually saying yes to free and universal library access.

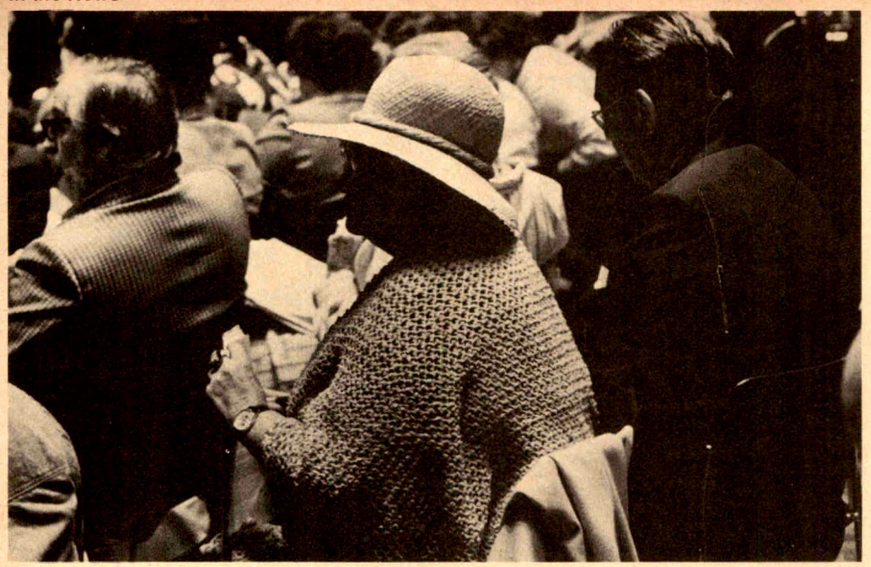
Sharon Brown, citizen delegate from Buffalo, leads a protest during a two-hour serving delay at opening conference meal. She sings, "Here we sit like birds of the wilderness, waiting to be fed."

Who They Were; Why They Came

It was an interesting crowd. Two-thirds—as at all WHCLIS conferences—were nonlibrarians, not all of whom delighted in such resolution rhetoric as "state bibliographic and delivery network to interface with the national library network using computer and telecommunication technologies accessible on-line anywhere." But the citizens fought to understand what they were voting on.

The interest was intense, and points of view from other professions challenged the library segment. One school principal didn't buy the library's aggressive role in literacy training. "This is getting into the teaching function," he argued. The assemblage still said yes to library activity in literacy programs, but other citizens warned against "stretching" cooperation between schools ("teaching stations") and libraries.

No one group seemed to dominate the debates. It was hard to tell the New



The Bella Abzug look could be seen among delegates at the Albany conference. Show stealer: delegate David Abraham, 12, of Youngstown.

York City crowd from the upstaters, who have a long tradition of fighting off downstate dominance. A good number of black citizens took part with gusto, but the Spanish-speaking element was low keyed. Overall, it was democracy at its best and worst. (Some parliamentary wrangles in the name of fair play bordered on contortionism.)

Among the citizen delegates was a young man on a work/education release program from Bayview Correctional Facility in Manhattan. Serving 15 months on a marijuana conviction, Lee Eschen worked as law librarian in another facility, attended a regional WHCLIS meeting in Brooklyn, and, in Albany's WHCLIS, lobbied for two successful resolutions, the first mandating institutional library services with set standards, the second calling for full-fledged institutional libraries under public library supervision.

Several New York State luminaries graced the podium in a three-day conference, but the show stealer was 12-year-old delegate David Abraham of Youngstown, who defended freedom of access for young people with astonishing wit, poise, and forcefulness. On these qualities, Abraham had worked his way up from participation in a school library project to delegate status, and his contribution in Albany was second to none.

All but lost in the liberal crowd was the persistent voice of one Bernard Fryshman, a physicist from Brooklyn who cast a lonely vote against several of the free-access and free-spending resolutions. He was one of only two voting for community participation in public library book selection and "parental permission" for a child's unrestricted use of the public library.

"Sometimes," said Fryshman, who has children of his own, "a library becomes an end in itself rather than a service."

Other citizen delegates and observers came from all walks of life. Many had connections with libraries (even Gov. Carey was once a school library aide); a very few didn't know how they were nominated and what they were doing there. Among 12 citizens elected as national conference delegates were five with background in education and three undergraduate students.

Most conspicuous among the professional delegates was Columbia library school Dean Richard Darling, who goal-tended the microphones to deliver his patented, rising-crescendo arguments in favor of the library freedoms. Darling was elected a national delegate, along with Linda Bretz, Mary Cassata, Dinah Lindauer, Stanley Ransom, Carlton Rochell, Esther Swanker (who coordinated the conference for Carey), and Lucille Thomas.

If the New York pre-WHCLIS is to have impact on the national conference, it will be largely on the strength of these delegates. But at the state level, it was clear that the voice of WHCLIS/NY was heard in the legislature and will be spread through the grassroots. And what did that voice say?

It said, to borrow a few terms from a conference address by the New York Public Library's Richard Couper, libraries need both inspirational and *respirational* freedom. It said libraries are gasping for a chance to do their stuff. And the delegates, in the spirit of their yea-saying, brought forth the oxygen. □

Portrait of a Citizen Delegate

Delegate Margaret Graham-Smith is a news anchor and reporter for Gannett TV, a CBS affiliate in Rochester. No one was paying for her time at the conference, and her desk would be sky-high when she returned. But, with a few reservations, she thought the experience was worth it. Libraries mean much to her—in particular, the Rochester PL, which has supplied background materials for many of her news and feature stories, among them a special on women.

At the conference, Graham-Smith initiated some resolutions calling for freely available archives of cable and public access programs. She feels that if she were ever again to attend this type of conference, she would use the tactic of caucusing to advance her special interests with more clout. But she admitted, "Ultimately these pie-in-the-sky resolutions don't mean much. What counts for me is that I'll be coming away with even greater determination to support local libraries."

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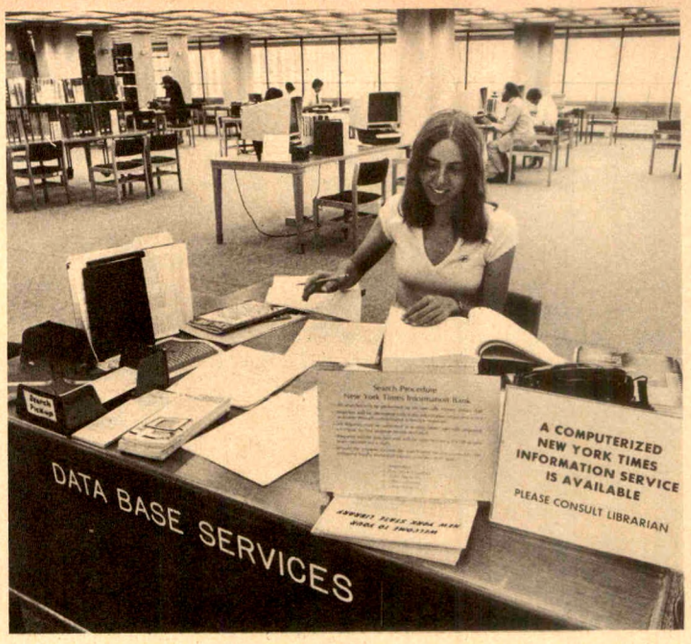

New York's Proud New Library-on-the-Mall

ALBANY, N.Y.—When New York's White House Preconference delegates met here in early June, they did so in the shadow of the newly completed State Library facilities—370,000 square feet in a building as grandly placed as a starship on an intergalactic launch pad.

Just before the conference, the 160-year-old state library—largest and most comprehensive in the nation—had moved from its third home, in a Parthenon-style building, to the new Cultural Education Center on the vast Empire State Plaza or "Mall." With space in seven levels of the Center, the library looks north across 98 acres of sculptured trees, fountains, dazzling marble skyscrapers, and, at the other end, the jolly neoclassical capitol.

From that capitol comes some $4 million a year for State Library services and another $31 million in grants the State Library distributes to New York's 22 public library systems and nine cooperative Reference and Research Library Resources Councils.

Other king-sized figures go along with the library's regal setting: 4.5 million items including 25,000 serial titles; 150,000 interlibrary loans last year; 290,000 loans to the blind and visually handicapped; and, through its two library development bureaus, aid toward improved services in a universe of some 2,400 libraries.

The library also has its share of economic and bureaucratic snarls; but it has been around since 1819, with a tradition strengthened by 17 years of Melvil Dewey's leadership and a rebound from a devastating 1911 fire. Under the administration of Joseph F. Shubert, state librarian extraordinaire, that tradition will carry into the 1980s, enhanced by the major advances of library technology.

When the library moved last spring, it left behind its 2,000-drawer card catalog. Today users search a COM catalog; next year: computer terminals. The library also taps 26 computer data bases and provides a Kurzweil Reading Machine for the blind. All this—in addition to continuous service to state government for 16 decades—is a source of pride for Empire Staters equal to the library's splendid new home. —*A.P.*

The library's administrative team (see cover) is backed by such valued staffers as, from top left, Bernard Finney, Bureau of Specialist Library Services; Erika McCaffrey, Data Base Services; and Jane Dickerson, Legislative and Governmental Services.

From Boston to Tutuila Conferees Discuss Issues

Everywhere this summer librarians were out beating the drums for the White House Conference on Library and Information Services, planning or rehashing the events of their state or territorial meetings, interacting with delegates, and looking forward to the big one in Washington, D.C. in October-November 1979. Barbara Gantner's description was typical: "The Oregon Governor's Conference generated an astronomical amount of energy toward a learning experience for all librarians and lay persons in attendance."

Georgia had been first to hold a pre-WHCLIS conference in September 1977; Pennsylvania was second (*AL*, Dec. 1977, p. 593). Next came American Samoa in March, followed by Idaho, Massachusetts, and Oklahoma in April, and Hawaii, New York, and Oregon in June.

Only Indiana dared the dog days by scheduling its conference for mid-August. Eight other areas chose September: District of Columbia, Louisiana, Minnesota, New Hampshire, North Da-

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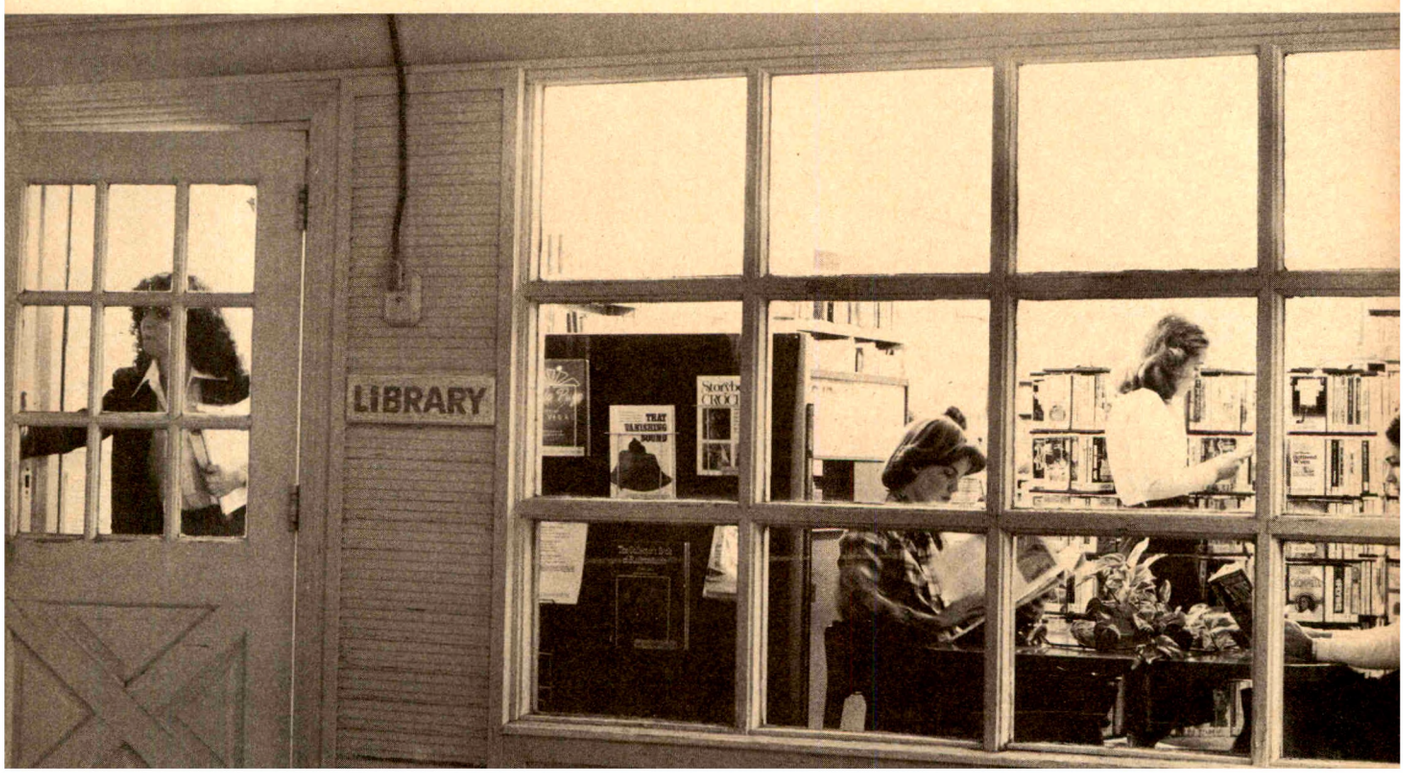

kota, Ohio, Wisconsin, and the Virgin Islands (see "Datebook").

Most conference planners followed the advice of the National Commission on Libraries and Information Sciences in scheduling 2½-day meetings in their area capitals. Public relations-minded planners devised their own themes to attract more attention than NCLIS's choice for the White House conference—"Equal Opportunity of Access to Information."

In American Samoa, the theme was "Help Libraries Help You"; in Massachusetts, "Libraries for the People, by the People." Montana chose "Opening Doors"; Nebraska, "Libraries—Serving the Good Life"; South Carolina, "Speaking Up for Libraries"; and Kentucky, "Kentuckians, We Read You." Maryland titled its conference INFORM.

To aid with promotion, NCLIS staged one-day workshops for planners in the East, Midwest, and West in May. A special public relations team—Ann Eastman, Alice Ihrig, Mary Power, and ALA's Peggy Barber—provided campaign tips at the workshops (see the June issue of *Cornerstones*, available free from ALA, 50 E. Huron Street, Chicago, IL 60611).

At the ALA Annual Conference, WHCLIS preconference veterans exchanged notes with planners of future meetings at an information and update meeting of the WHCLIS planning committee.

From Tutuila, American Samoa, Boston, Mass., and Salem, Ore., *AL* received these reports:

A Samoan Hymn

On the lush Pacific isle of Tutuila, some 2,600 miles southwest of Hawaii, 150 Samoans and a handful of Palagis (non-Samoans) met for a bilingual pre-WHCLIS conference March 21–23.

Territorial Librarian Linnette Hunter encountered problems unlike those of stateside planners, NCLIS's Ruth Tighe reported.

For one thing, "library related" delegates were hard to find—Hunter and the legislative librarian are the only two professionals on the seven islands of American Samoa (pop. 30,000). Samoa restricted its nonlibrary related delegates to twice the number of library related delegates it could muster. To staffers, this was a real boon—each and every one, from bookmobile driver-clerk to media resource center technician, was pressed into service as a delegate.

Nonlibrary delegates were carefully selected to represent all the islands and the extended family culture. Ace Tago, a member of the Fono (legislature) and recently nominated as government budget officer, was conference chair.

Because libraries are relatively new to Samoa, Hunter arranged delegate tours of school, community college, and public libraries and the processing center for the first day. At each stop, library staffers in print uniforms described services, shortcomings, and problems. At every stop, delegates showed a lively interest, quickly switching from their formal English to more animated Samoan.

In three of the four workshops the next day, one resolution emerged spontaneously: to remove library services from the Department of Education to an independent government agency. Delegates voted this first priority. They also recommended the building of new multipurpose libraries, opening school libraries in the summer, placing a professional in every library, and forming a Pacific Area Caucus of U.S. Territories to prepare for the Washington conference.

At the closing ceremony, after results of the elections for White House delegates were announced, everyone joined in singing a favorite Samoan hymn, Lotu Nuu.

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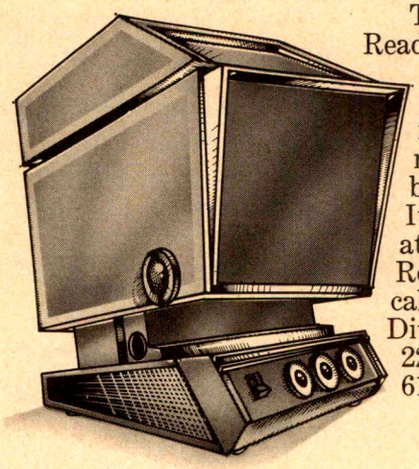

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ALA Titles of Special Interest for Pre-White House Conference Delegates

Problems and opportunities for U. S. libraries presently being discussed at state and regional meetings in preparation for the 1979 White House Conference are diverse and can be difficult to grasp even for professional librarians. Lay persons involved in these planning meetings may be perplexed by some of them.

The following short list of titles has been selected by ALA editors as those that may be particularly helpful, in whole or in part, in clarifying some of the important issues involving libraries. The books are available in many libraries, or they may be purchased direct from the American Library Association.

Directions for Library Service to Young Adults

Young Adult Services Division, ALA

This work identifies the aspect of young adult service in each of the functions of the public library. The introduction is an eloquent statement of the importance of building into young adult service a responsiveness to the emotional and social needs of young people.

30 pages Paper ISBN 0-8389-3204-5 (1978) $2.50

The ALA Yearbook

This annual publication of the American Library Association provides an excellent overview of significant events in librarianship for the year preceding publication. The *Yearbook* is now in its third volume. Of particular interest is Samuel Gould's article, "Independent Learning and the Future Role of Public Libraries" in the 1976 volume. In his article Mr. Gould suggests the forms education must take if it is to adapt to the needs of contemporary society. These forms suggest that the public library can assume a coordinating role with the assumption of new functions.

The ALA Yearbook 1976 ISBN 0-8389-0223-5 $25.00
The ALA Yearbook 1977 ISBN 0-8389-0233-2 $30.00
The ALA Yearbook 1978 ISBN 0-8389-0261-8 $35.00

The Library Connection

Public Library Association, ALA

A collection of light, easy-to-read personal essays by well known public figures on how the public library permitted them to develop their various interests.

96 pages Paper ISBN 0-8389-3202-9 (1977) $5.00

Literacy and the Nation's Libraries

Helen H. Lyman

Chapter 1 of this excellent title considers the problem of illiteracy in an educated society and identifies for the library an active role in the literacy effort that is compatible with its usual functions.

232 pages Cloth ISBN 0-8389-0244-8 (1977) $12.50

Media Programs: District and School

American Association of School Librarians, ALA, and Association for Educational Communication and Technology

Chapter 2 and the Conclusion of this work explain the philosophy of the school media program as an effective mix of people, facilities, and machines organized in the best ways for quality education.

136 pages Paper ISBN 0-8389-3159-6 (1975) $2.95

Public Library Finance

Ann E. Prentice

In Chapters 2 through 5, Ms. Prentice tells how the public library is related to different sources of government funding. The adequacy of these funding sources is analyzed in relation to library needs.

156 pages Paper ISBN 0-8389-0240-5 (1977) $7.00

Order Department
American Library Association 50 East Huron Street, Chicago, Illinois 60611

sible to state-siders," Tighe concluded, "American Samoa produced an exemplary conference. Orientation procedures, conference kits, and the tours were well designed and effective, NCLIS guidelines were skillfully transposed and some literally translated into Samoan, the balanced mix of delegates was enthusiastic and responsive, resolutions substantive and meaningful, and sympathetic reception by the legislature practically guaranteed."

Grass Roots Revolt in Massachusetts

In the city that spawned the Boston Tea Party, nonlibrarians revolted against the library establishment. At other WHCLIS preconferences, lay delegate resentment against librarians' arrogance, jargon, and prepared resolutions has smouldered. In Boston, "radical" nonlibrarians set up their own rump session on April 27, the last morning of the preconference.

"The nonlibrarian delegates felt as though they were being pushed and prodded down a primrose path by the librariness of it all," John Linford explained in the New England Library Information Network's *Channel*. They felt the program and resolutions had been formed almost exclusively for the librarians rather than the users.

The Grass Roots Workshop, as the caucus called itself, "was the most fun and probably the most productive" group at the Massachusetts conference, Linford reported.

Grass Roots delegates generated 14 user-oriented resolutions, calling for a poll to learn general public attitudes towards and concerns about libraries, a user representative on every library policy-making body, increased spending for libraries financed by reductions in military spending rather than higher taxes, and an investigation of low cost technologies responsive to local information needs.

Even though the final session of the conference ran an hour overtime, delegates did not have time to vote on all the resolutions. They did, however, pass the Grass Roots request for a public opinion poll.

Citizens' opinions will be recorded at the seven regional meetings scheduled for October. And next spring, delegates will reconvene to complete their work at a one-day follow-up session. "With luck," Linford hopes, "the whole day will be devoted to dealing with resolutions rather than listening to lectures."

Oregon Focuses on Local Needs

At the Oregon Governor's Conference on Library and Information Services in Salem June 1–3, some 200 delegates formed 16 discussion groups, each with its own character. As it turned out, the No. 1 priority was the development of source sharing in the state—11 separate resolutions dealt with that topic.

Improvement of library services to patrons, including development of revised standards for public libraries, took second place in discussions.

Only five of the 11 resolutions dealing with topics outside Oregon's borders passed at the final session, giving evidence of lack of interest in the national library scene. Two of the five called for federal funding of buildings; the others, for reduced postage, enforced microform equipment standards, and a national network.

The resolution on censorship disappointed Ruthanne Boyer Lidman, editor of the *Oregon Library News*. It simply called upon "Congress and the Oregon State Legislature to . . . resist attempts at censorship." The only mention of children's services was in a weak request that "Librarians . . . make an effort to find unbiased children's books of quality."

Some delegates complained about the structure and presentation of the resolutions as well as the selection of delegates to the White House conference.

But, Barbara Gantner told *AL*, "Many delegates went home from Salem with added knowledge, a broader view of li-

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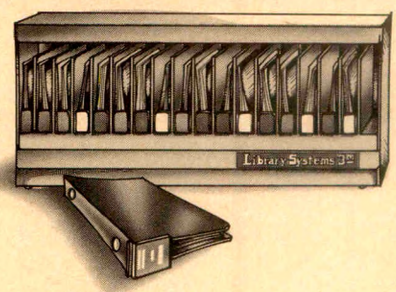

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braries, a kinship with librarians from all parts of the state, and perhaps a little more openness toward other alternatives to local financing for 'their' libraries."

Tucson Voters Nix New Central Library

Arizona was still a territory when Andrew Carnegie gave $25,000 to build a free library for the 6,000 residents of Tucson in 1900. In the dusty southwestern town, the Greek-columned edifice became a cultural landmark.

Even today, with the 1941 and 1961 additions wrapped around it, the 77-year-old building might be adequate for a city of 30,000, according to Tucson Public Library Director John F. Anderson. But, as he points out, the population of the Sunbelt city is pushing 450,000 and spreading far into the surrounding desert and foothills.

Tucsonians have talked of building a new central library for 14 years. Meanwhile, books have piled up in TPL closets, and the administrative and technical services staff moved to the basement of the City Hall Annex several blocks away.

The Tucson Public now boasts nine busy branches, three bookmobiles, and two trailers; microform and computer services; tel-a-tale service for children in Spanish and English; and a National Endowment for the Humanities Learning Library Program on the Sonoran heritage.

But the main library, the heart of the system, is "overworked and in danger of failing," said City Manager Joel Valdez. He and Anderson want Tucson to build a new $12 million central library downtown.

Question Five

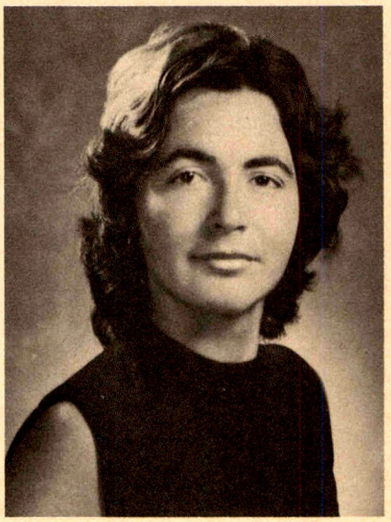
This year the city council put the library project before the voters as Question Five in a $104 million bond election July 25. Of the 11 bond proposals, the $10.8 million for the library was the largest project and the only one to attract much attention.

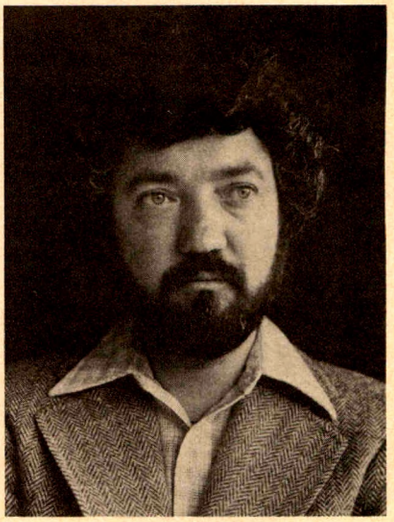
"Libraries Alive: Vote Yes on Five" urged a flyer circulated by the Citizens for Libraries, a blue-ribbon panel including the University of Arizona basketball coach and a Mexican-American activist. Opposition came from the county board of supervisors, a preservation association, and residents who simply don't want a main library downtown.

On election day, voters approved bond proposals totaling more than $76 million for sewer, street, water and fire improvements, but turned down Question Five by 2–1.

The media speculated on the reasons,

Two New Columnists in *American Libraries* Offer Candid Views on Technical Services, Automation





In a pair of free-wheeling columns beginning this fall, two articulate leaders from the world of library technical services—particularly cataloging and automated systems—will keep *AL* readers up to date on new trends and developments as well as challenge them with strongly held views on key issues.

Premiering this month is "Toward Bibliographic Control," by Michael Gorman (see p. 495). Next month "Managing Technological Change," by Susan K. Martin, will debut. Each column will appear approxiately five times a year.

Gorman, co-editor of *Anglo-American Cataloging Rules,* 2nd edition, became director of technical services and professor of library administration at the University of Illinois, Urbana-Champaign, in 1977. In 1974–77, he gained international prominence as head of the Bibliographic Standards Office in the British Library.

Gorman's scores of articles in the world's library press are distinguished by a clarity and wit unusual in the literature of cataloging. Among his recent writings on *AACR* 2 is an overview of the second edition appearing in the Summer 1978 *Library Resources and Technical Services.*

Active in the American Library Association, Gorman is also a fellow of the (British) Library Association and on committees of several international groups. He has enlivened meetings throughout Europe and the United States with his forthright comments on sacred and less-than-sacred topics in technical services.

Like Gorman, Susan K. Martin was born in England and has become one of the most respected voices in U.S. technical services and automation. Further, the two columnists are dedicated to making life easier for the library user. Otherwise, Gorman and Martin see eye to eye on very few matters in technical services—a variance promising the widest range of views for *AL* readers.

Martin has headed the Library Systems Office of the University of California/Berkeley since 1973. Participating in library-wide administration, she coordinates the development of automated systems throughout the library and supervises systems analyses in all areas. She was also a prime mover and coordinator of the three-year UCB/Stanford Research Library Cooperative Program.

Martin began her library career as an intern in the Harvard College Library, and served as systems librarian for the University Library in 1968-73.

In 1973 she was named editor of the *Journal of Library Automation.* She served that publication with distinction for more than five years. Since 1973 she has also served as a contributing board member of *Advanced Technology/Libraries.*

Currently president of ALA's Library and Information Technology Association, Martin has chaired or directed numerous ALA, national, and international groups concerned with technological change in libraries. She has also lectured at Berkeley, Harvard, and at various institutes, and consulted for a number of private automation firms.

An accomplished writer, she is the author of two books on networks, several timely critiques in the general library press, and many technical papers.

citing the possible influence of California's taxpayer revolt as well as the dispute over the downtown location. A *Tucson Daily Citizen* editorial regretted the defeat of the library and the city courts bond issues. It predicted: "The city will have to go back to the voters for bond money to replace these facilities in the future, when they will be more expensive to build than they would be now."

One unhappy Tucson Public librarian told *AL*: "The citizens' group worked hard, but obviously, we're not like Dallas."

Bookmobiles to Vanish In Nation's Capital

Starting Sept. 11, some 42,000 bookmobile users in Washington, D.C. will have to find a new way to get their reading materials.

Like libraries throughout the country, the District of Columbia Public Library is having money problems that have led to suspension of its bookmobile service. The DCPL plight, however, is more dramatic for the evidence of conditions throughout the library world it will soon provide to the nation's WHCLIS delegates.

The library plans to ask the District of Columbia for $25,000 to restore its four bookmobiles, but the money will not be available before the 1979–80 budget year, according to Hardy R. Franklin, library director.

Franklin said bookmobile employees will be transferred to other library jobs where staff shortages are critical. He said that at least 12 of 25 positions vacated last year need filling, but the library can't afford to hire new personnel and maintain the bookmobile staff simultaneously. Since 1975, a total of 62 staffers have left the library, which lacked funds to replace them.

Elderly people and children who live in areas relatively isolated from permanent libraries will be most affected by the bookmobile suspension, Franklin said. He estimated five or six of the bookmobiles' stops are located in these areas.

"We've gotten a lot of complaints and petitions from concerned people," he added.

House Votes to Cut $1 Billion from CETA

Reacting to the nationwide taxpayer revolt, the House of Representatives tentatively voted Aug. 9 to slice $1 billion from the CETA public-service job program which has helped staff scores of urban libraries.

MONY Spurs Huron Project

ALA's plans to move headquarters into a Chicago highrise got a boost in July when Mutual of New York argeed to loan $17 million to the development firm of McHugh-Levin for Huron Plaza (*AL*, July/Aug, pp. 430–31).

Construction of the $24-million project may begin in September, but official ground breaking ceremonies will be scheduled for the Fall Meeting of the Executive Board Nov. 1–2.

The 221 to 181 vote came on an amendment to the Administration bill extending the Comprehensive Employment and Training Act four more years. Of the $1 billion cut, $400 million would be redirected to public youth training programs.

Labor Department officials estimated the House action might cut the present 725,000 CETA jobs to 600,000 in the fiscal year beginning Oct. 1. But ALA's Washington Office advised *AL* that the bill has a long way to go through the Senate and conference committee; Congressmen may still be discussing CETA at Christmastime.

For a report on CETA workers in libraries, see p. 468.

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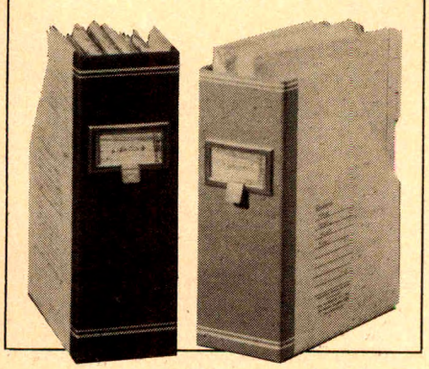

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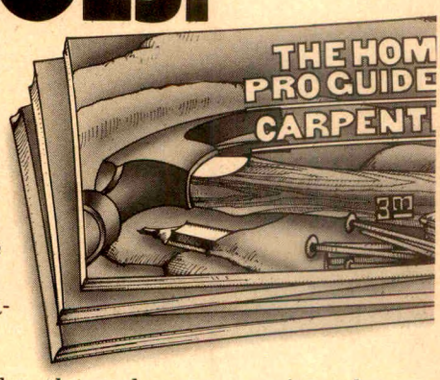

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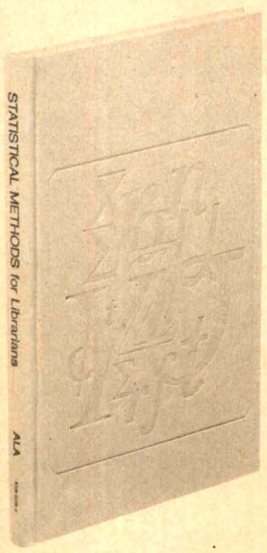


Statistical Methods for Librarians

Ray L. Carpenter with Ellen Storey Vasu

Provides a basic understanding of statistical procedures and interpretation while requiring only a minimal knowledge of mathematics on the part of the user. It explains descriptive statistics, geared toward measuring particular tendencies, and tells how to summarize a large amount of information with a few statistics.

The book, further, covers the statistical reasoning to be used to make valid generalizations. To make such inferences, the necessary steps in sampling and the fundamental procedures of testing hypotheses are described. Measures summarizing the form and strength of relationships between variables are presented, and a discussion of basic nonparametric methods is also included.

Examples used in the text are based on actual practices and problems in librarianship; exercises and answers are provided to improve learning the procedures. Finally, there are included glossaries of terms and recommendations for further readings.

134 pages Cloth LC 78-3476 ISBN 0-8389-0256-1 (1978) $12.50

Computer-Output Microfilm:

Its Library Applications

William Saffady

198 pages Paper LC 78-18416
ISBN 0-8389-3217-7 (1978) $10.50

Describes the latest developments in recording technology, input preparation, and microfilm duplication. Those COM configurations with particular benefits to libraries are emphasized. Advantages and costs are given for the COM technology in relation to other comparable methods.

The work also examines the wider context of use of COM. It identifies the technical improvements made in microfilm readers that may help to diminish the reluctance of some libraries to employ microfilms. On the production side, it outlines the kinds of hardware available and methods permitting multiple copies to be made from existing microforms. While this interest and others as well may go beyond the immediate concerns of libraries, their description serves to point up valuable potential uses of this system of storing and retrieving records.

International Subscription Agents:

An Annotated Directory
4th ed.

Nancy Buckeye, *compiler*

124 pages Paper LC 77-26267
ISBN 0-8389-0259-6 (1978) $4.00

A comprehensive directory of the dealers who handle orders for foreign periodicals and serials, this updated guide is a proven tool for the acquisitions staff of the larger United States libraries.

There are 240 agents in this edition, listed alphanumerically. Information given for each includes full address, countries (area of specialization), types of materials supplied, discounts, special services, library recommendations, and general acquisitions procedures. Agents in the newly developing countries in Africa and Asia are included. Uniform arrangement of all information and an index by country ensures easy reference and use.

The directory will help libraries save time and effort in selecting those subscription agents most likely to provide them with the foreign periodicals they need to maintain high standards of service to users.

The Acquisition of Library Materials

revised edition

Stephen Ford

232 pages Cloth LC 73-9896
ISBN 0-8389-0145-X (1978) $12.00

Designed for use as a textbook in library schools and as a guide for practicing acquisitions librarians, this book is an examination of all aspects of acquisitions. Points covered in its 16 chapters include purchasing domestic books, foreign books, and serial publications; procurement of materials through gift and exchange; and purchasing of out-of-print books, reprints, and microforms.

Order Department American Library Association 50 East Huron Street, Chicago, Illinois 60611

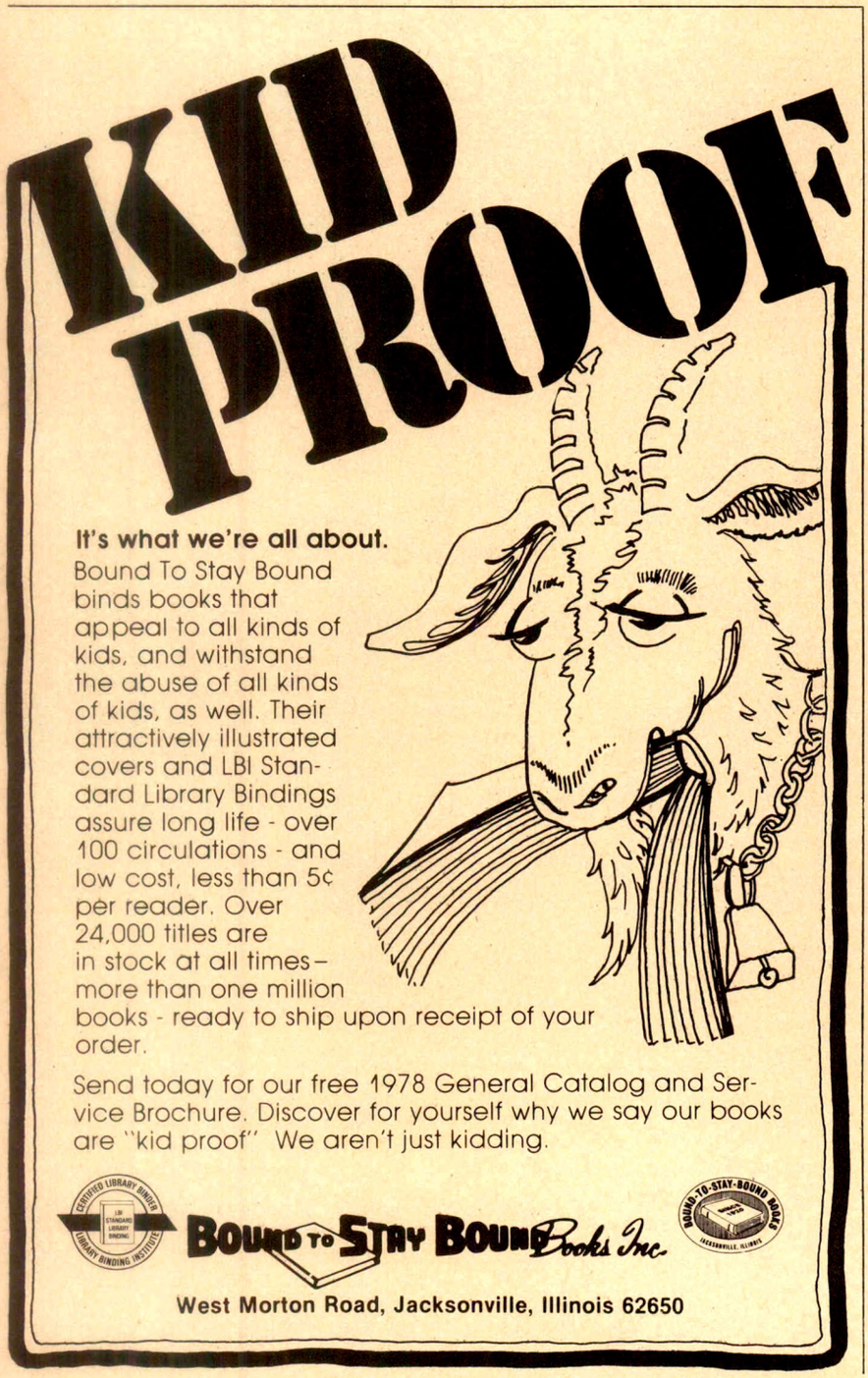
Secondary School, London. Funded for one year by the British Library, the project aims to create a teaching program through which schoolchildren (principally 4th year) can learn both the importance and use of information in the management of everyday problems. . . .

Until December 1978 the project is faced with three main tasks: 1) collection of material relating to community information sources, 2) organization of the material, and 3) teaching the use of community information.

Hackney has . . . bad housing, single parent families, low household incomes, children admitted to care, and unemployment is one of the highest in the country . . . The population of the borough is declining and the remaining inhabitants tend to suffer the more extreme levels of deprivation. The project is seen as a vital part of a long-term attempt to equip the people of Hackney with the means to positively alter their lives.

The project head, John Lindsay, and I, over the next year, would very much like to establish contact with other interested persons/organizaions. Those who share our concerns may write me at the Community Information Project, South Hackney School, Cassland Rd., London E9 5BX.

TERRENCE BRAKE
London, England



OF FICHE AND FICHES.

I have noticed that some librarians are failing to add an "s" to the word *fiche* when using it in the plural, both in writing and in speech. Who started this weird practice, I do not know, but it is time it was stopped, before librarians become the laughing stocks of the educated world.

Fiche is a word borrowed from the French. The plural of *la fiche* is *les fiches*. Other French loan words familiar to librarians are: cassette, film, table, whose plurals, in French as well as in English, are: cassettes, films, tables. Similarly, in both French and English the plural of *fiche* is *fiches*.

The English pronunciation of fiche and fiches need be no more difficult than the spelling. There is no more need to say "feesh" in English than there is to say "feelm" or "tahble," unless you wish to sound like a pseudo-intellectual. Just say "fish" for *fiche*, "*fishes*" for *fiches* and you will be speaking clear, correct, and meaningful English. . . . There is absolutely no linguistic connection between *fiche* and *fish*.

RALPH NIELSEN
University of Idaho Library, Moscow

KUDO FOR FIRED LIBRARIAN.

"The services of Ms. Betty Kohler are too valuable to be lost" (*AL*, June, p. 311) has a familiar ring. Those same sentiments were expressed in 1972 in Rock Island [where the writer served under Ms. Kohler].

Ms. Kohler introduced participation management to the staff in the late '60s. Her administrative style encouraged professional growth. *Provision of quality public service* was the criterion for all policy decisions.

Staff members were encouraged to report problems or make suggestions, knowing that each problem or suggestion would be carefully analyzed and considered.

Fortunate, indeed, is the community and library system she serves and unfortunate the community and library that loses her competent services.

CORINNE POTTER
St. Ambrose College Library, Davenport

HOPE FOR SMASHED STEREOTYPES.

Congratulations on the June issue of *AL*. I've never attended ALA—though I rarely miss Canadian LA—but the basic points re exhibits would be the same anywhere. I hope everyone in Libraryland learned something. Maybe the stereotypes *will* be smashed.

Thanks for the most interesting "theme" issue the library press has issued in a long time.

BRUCE COSSAR
Trent Univ. Library, Peterborough, Ont.

DANGEROUS WAY TO GO.

One person's luxuries are another's necessities. Beware of the person who insists that it is one way or another, especially under the guise of dealing with budget cuts.

Harold Martelle's words in the Chicago press during the ALA Conference identified 16mm as a "luxury" in public library service, comparing it by innuendo with best-seller lease plans. The *labeling* may enable Mr. Martelle and others facing budget cuts to justify either the removal or suppression of film service. I hope not.

The ideal is to integrate all formats into information service, not by hierarchy and format, but by usefulness and practicality within the learning preferences and techniques of the taxpayers concerned.

To cut film service either because it is easily isolated in the service picture or because this or that library director or board would like to play politics with a service which is often the most vital, cost-effective service in the library is, at best, reprehensible, and, at worst, censorship. To isolate this or that service for cuts based upon the format biases of a library director is a very dangerous way to go.

DON ROBERTS
Pyramid Films, Minneapolis

RIP-OFF RANGES REVEALED.

The same big rip-off which prompted J. W. Griffith's "Library Thefts: A Problem That Won't Go Away" (*AL*, April, pp. 224–27) moved my colleague, Eileen Mulcahy, and me to do a survey a year ago of high school libraries in Nassau and Suffolk Counties on Long Island.

The 69 responses (to 109 questionnaires) revealed that annual losses from high school libraries ranged from 25 to 5,218 volumes or from less than 1/5 of 1% of the collection to 32%. These losses were in high school libraries ranging in size from 7,500 to 50,000 volumes.

How do librarians go about protecting their materials? As of May, 1977:

5 libraries had electronic security systems

1 had paid security people

22 librarians posted themselves at the exits when classes change

20 relied on prayer and fasting

26 used none of the protection methods listed above

22 employed such other methods as "placing large portions of the collection on reserve" and "very lenient lending policies." Some more extreme policies involved "sacrificial goats during the full moon" and "public executions of apprehended perpetrators."

69% of responders saw themselves as not very successful in protecting their collections.

76% of responders actually lost less than 5% of their collections annually.

5 report losing less than 1%
10 " " " " 1–1.9%
15 " " " " 2–2.9%
10 " " " " 3–3.9%
8 " " " " 4–4.9%
1 " " " " 5–5.9%
4 " " " " 6–6.9%
5 " " " " 7–7.9%
2 " " " " 8–8.9%
3 " " more than 9%

These figures may not be conclusive, but they indicate to us that perhaps losses are not quite so bad overall as either Griffith or we think. What really hurts is that it is the useful, needed, "good" things which disappear.

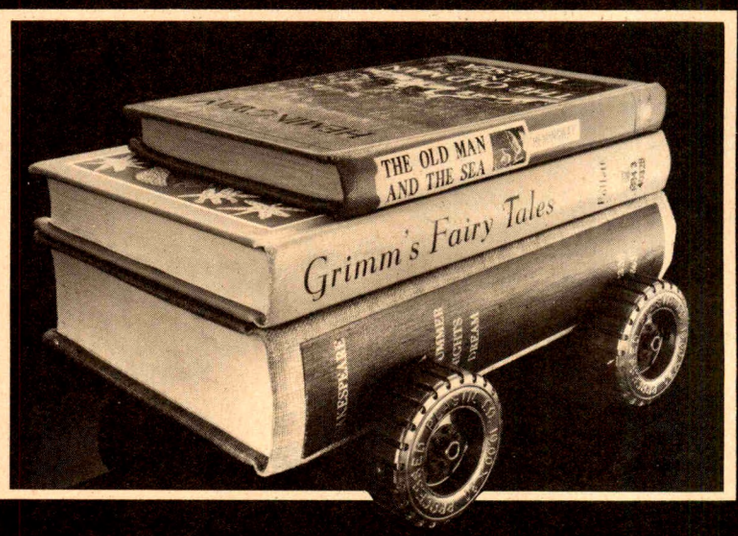
Lurking deep inside me is an idea here for a totally new way to go about book selection based on the "good gets stolen," the less good and useful hang around. If only we could devise some way to know in advance what will be stolen! But that's a problem for a doctoral dissertation.

HELEN F. FLOWERS
Bay Shore Union Free School Dist.

BRITISH PROJECT SEEKS HELP.

I am currently researching "The Need to Know" project at South Hackney

Our bookmobiles have exposed Hemingway, Shakespeare and the Brothers Grimm to some pretty far out people.



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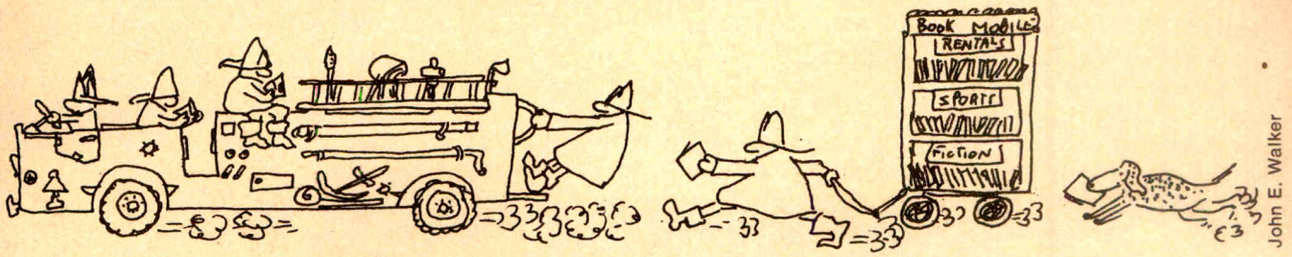
ACTION EXCHANGE

Fire sirens shatter library silence, but combined operation works



Q. The school/public library debate (*AL*, Jan., p. 29-30) is apparently stimulating questions about firehouse/public library combinations. I know of only one, in Waterloo, Nebraska, and would like to learn of others and how they are working out. What are the pros and cons of operating a public library in a firehouse? *Don Hammer, ALA Library Administration and Management Association* (*AL*, April, p. 200).

A. In our 33-member Southern Tier Library System in New York State, both the Rushford Free Library and the Savona Free Library are located in community buildings housing the fire department. In both cases, the library occupies one end of the building and the fire department the other, with shared rooms in the center.

Both libraries report the arrangement functions well. The space is rent free and the utilities are paid by the municipalities. The shared rooms are scheduled for use in advance and provide areas for films, children's story hours, etc. The key to success here would seem to be the friendly cooperative relationship between the library and the fire department.

One major problem, however, is a lack of space—both for library's use and for parking. A library considering such a building arrangement should carefully evaluate its present and future needs during the planning stages to ensure ample space. *Mary Passage, Director of Extension Services, Southern Tier Library System, Corning, N.Y.*

A. La Crosse County Library in Wisconsin has two branches in village halls which include fire station, police offices, and village clerk's offices. Our experience indicates it is not being housed next to the firetrucks that matters, but the location of the building.

If the village hall is on a main thoroughfare surrounded by thriving businesses and plenty of parking, the library will be a success. If it is on an out-of-the-way corner, it will need extensive advertising promotion to attract any but the most dedicated patrons. *Mary L. Adams, La Crosse County Librarian, La Crosse, Wisconsin.*

A. The public library of Odem, Tex. (pop. 2,130), amicably shares its facilities with the firehouse. Since the firemen are volunteer, the firehouse is not always in use, and the library is open only from 1 to 5 on Wednesday and Saturday, so there is very little conflict.

We have just arranged for the county children's librarian to hold story time in an unused room in the firehouse. The only stipulation was that the children must meet in the library and be led as a group between the fire engines to the story room.

The only difficulty I have experienced was during board meetings when the volunteer firemen test the fire siren or when it buzzes for grassfires in the vicinity. All action and conversation ceases while the siren blares. *Gillian Tacy, San Patricio County Librarian, Sinton, Texas.*

A. Here in Evansville, Ill. (pop. 850), our library is on the second floor of the town hall. The lower floor is occupied by the town secretary's office and the fire department. Two firetrucks and an emergency vehicle serve several miles of the surrounding area and assist neighborhood fire companies.

We do not find that the fire department interferes in any way with the library. The fire siren, on the roof of the library, is extra loud and people look out at the trucks as they drive away. During the dry seasons this sometimes happens more than once a day, otherwise not more than three or four times a month, as the department assists at auto accidents, too. *Eleanor Otten, Evansville (Ill.) Public Library.*

OVER TO YOU

Q. We are planning to use a travel-trailer type mobile unit for library service to communities without libraries. Moved by a delivery van, the trailer will function as a mini-branch with multimedia and 2,500 to 3,000 books. We plan to leave it on a site for one or two days. Who has done this and how has it worked? *Robert E. Coumbe, Director, Gloucester County Library, Woodbury, New Jersey.*

Q. As computers become smaller, more powerful, and less expensive to own, the microcomputer offers the possibility of some degree of automation to libraries of almost any size. I would like to exchange microcomputer software with anyone who has been developing indexes, keeping records, or automating any other library tasks. *Bob Grattan, Coordinator of Library Services, J. Sargeant Reynolds Community College, Richmond, Virginia.*

Please send replies to ACTION EXCHANGE

ACTION EXCHANGE welcomes all questions and answers on library matters. Please type all communications and include your name, address, position, and phone number. If you prefer, we'll print only your initials. All responses become the property of American Libraries. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

Sarah Rebecca Reed: 1914-1978—an Interview on June 8

Nine days before a Kansas tornado killed Sarah Rebecca Reed June 17, the director of Emporia State University's Graduate School of Librarianship put her thoughts on tape for Kathryn Renfro Lundy, professor of planning and research, University of Nebraska/Lincoln Libraries. Lundy, who is working on a book of interviews, wrote the following tribute and permitted American Libraries *to publish these excerpts of Reed's views:*

For over 30 years, Sarah Rebecca Reed was in the heart of library education. Starting as a library school librarian and supervisor of induction training at the University of Chicago in 1945, she moved on to teaching and administrative positions in graduate library schools at the University of Denver, University of North Carolina, Florida State University, University of Alberta, Indiana University, and Emporia State University. Her career also included appointments as executive secretary of the Library Education Division of the American Library Association, secretary of ALA's Committee on Accreditation, and library education specialist at the U.S. Office of Education. She received the Beta Phi Mu distinguished service to education for librarianship award in 1968.

Sarah Rebecca Reed exemplified the qualities of an outstanding library educator. She communicated with ease and clarity; she brought to any exchange a depth of comparative knowledge in the field; and she had a questing mind. But there were personal traits which distinguished Sarah Rebecca. She loved librarianship and she loved librarians and library school students. —*K.R.L.*

On Librarians

I have always felt that in libraries we are so fortunate in the quality of people we attract. We are so much better off than so many professions. I don't know why it is; you know people don't come into librarianship to get wealthy. But we have tremendous people in our field and it's exciting to be able to work with them.

On Equal Rights

It's important to do all we can to bring women's salaries up to those of men employed in the same type of work. I'm very sympathetic to the need to make sure women are treated fairly—I've seen plenty of cases where they haven't been.

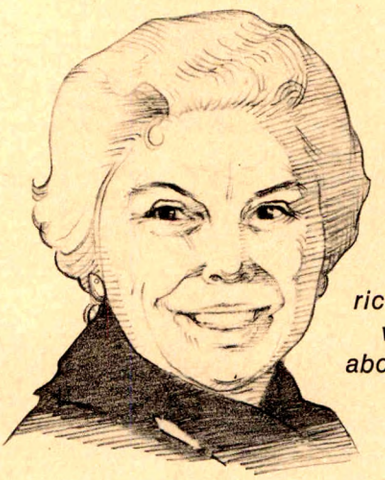
On Recruiting Library Faculty

As director of a library school with two vacancies on my faculty, I can tell you that the most critical problem we face today is the recruitment of quality faculty members.

You really have to have people who have academic credentials, and academia still means people who have doctorates, people who have research capability.

In addition, you have to have people who are respected by their peers. They must have demonstrated successful abilities in the field. And you have to have people who enjoy working with students and can communicate.

The third element is the questing mind. Lowell Martin once said that the person who made contributions in librarianship is the person who had such important questions they kept him awake at night. Sharing with students the questions and ideas and the endeavor to find significant answers is exciting, if the students feel a part of that questioning and analysis and seeking. Students will take that with them long after the facts you provide are out of date. If librarianship is [presented as] a way of life that is open and rich and academically viable, I don't worry about the students.



"If librarianship is (presented as) a way of life that is open and rich and academically viable, I don't worry about the students . . ."

On the Money Problem

The other day I was visiting the new $4 million Veterinary Medicine Center in Manhattan. I thought "Oh, just to have one well equipped library school of that caliber in the United States!"

We just don't have the kind of money we need for the expensive new technologies. Here at Emporia, we have one OCLC and one Texas Instruments terminal, but we need four or five.

Another problem that library schools face today is the matter of decent financial aid for students. We want so much to recruit minority students, but we have no funding. Our chief financial aid is in terms of student employment.

On Current Accreditation Standards

The standards were well drawn because they're qualitative and not quantitative. They're specific in the components necessary to a viable program. You must have a certain quality curriculum and certain qualities in terms of students, faculty, administration, financing. But then the standards are wise, I think, in observing how the program is developed within the academic structure of the individual institution, and that is absolutely essential.

The strength is that there is flexibility within the standards . . . It's very important that the evaluating teams be people that are respected by the faculty of the school being visited. If you have a knowledgeable, competent, dedicated team, the present standards are adequate.

On the Future Structure of ALA

I've always felt even a weak type of structure can be made to work if you have effective leadership . . . If we don't make sure we have the proper representation, then I guess we deserve what we get.

A
Adelphi University Press
University of Alabama in Huntsville Press
University of Alabama Press
Alaska Methodist University Press
University of Alaska Press (University of Washington Press)
University of Alberta Press
University of Arizona Press

B
Belknap Press (Harvard University Press)
Bob Jones University Press
Bollingen Foundation (Princeton University Press)
Brigham Young University Press
University of British Columbia Press
Brookings Institution Press
Brown University Press
Bucknell University Press

C
University of California Press
Cambridge University Press
Carnegie-Mellon University Press
Catholic University of America Press
University of Chicago Press
Clarendon Press (Oxford University Press)
Colgate University Press
Colorado Associated University Press
Columbia University Press
Cornell University Press

D
Dakota Press—University of South Dakota
Dakota Wesleyan University Press
University of Dayton Press
University of Delaware Press
Duke University Press
Duquesne University Press

F
Fairleigh Dickinson University Press
University Presses of Florida
Fordham University Press

G
University of Georgia Press

H
Hamline University Press
Harvard University Press
University Press of Hawaii
Hill Junior College Press
Hillsdale College Press
Hoover Institution Press
Howard University Press

I
University of Illinois Press
Indiana University Press
Inter-American University Press
University of Iowa Press
Iowa State University Press

J
Johns Hopkins University Press

K
Regents Press of Kansas
Kent State University Press
University Press of Kentucky
King's College Press

L
Les Presses de l'Universite Laval
Louisiana State University Press
Loyola University Press
Luther College Press

M
MIT Press
McGill-Queen's University Press
University of Manitoba Press
Marquette University Press
University of Massachusetts Press
Memphis State University Press
University of Miami Press
University of Michigan Press
Michigan State University Press
University of Minnesota Press
University & College Press of Mississippi
University of Missouri Press
University of Montana Press
Les Presses de l'Universite de Montreal

N
Naval Institute Press
University of Nebraska Press
University of Nevada Press
University Press of New England
University of New Mexico Press
New York University Press
State University of New York Press
University of North Carolina Press
Northern Illinois University Press
Northern Michigan University Press
Northrop University Press
Northwestern University Press
University of Notre Dame Press

O
Ohio University Press
Ohio State University Press
University of Oklahoma Press
Oklahoma State University Press
University of Oregon Books
Oregon State University Press
University of Ottawa Press
Oxford University Press

P
University of Pennsylvania Press
Pennsylvania State University Press
University of Pittsburgh Press
Prescott College Press
Princeton University Press
University of Puerto Rico Press
Purdue University Press

Q
Les Presses de l'Universite du Quebec

R
Red Deer College Press
Resources for the Future (Johns Hopkins University Press)
Rockefeller University Press
Rutgers University Press

S
St. John's University Press
St. Mary's College Press
San Diego State University Press
University of Santa Clara Press
Seton Hall University Press
Smithsonian Institution Press
University of South Carolina Press
Southeastern University Press
University of Southern California Press
Southern Illinois University Press
Southern Methodist University Press
Stanford University Press
Summit University Press
Syracuse University Press

T
Teachers College Press
Temple University Press
University of Tennessee Press
Texas A&M University Press
Texas Christian University Press
Texas Tech Press
University of Texas Press
Texas Western Press

U
University of Toronto Press
Trinity University Press
University of the South, University Press
University of Utah Press
Utah State University Press

V
Vanderbilt University Press
University Presses of Virginia

W
Wake Forest University Press
University Press of Washington, D.C.
University of Washington Press, Seattle
Washington State University Press, Pullman
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Jim Draper:

Clowning Around for Kids

The head librarian at Doraville (Ga.) City Library wears a polka dot suit. Beneath his big, red nose and oversized glasses, his grease paint smile beckons children to use the library—to think of it as a fun place.

The librarian is Jim Draper, 34, who dresses like a clown to attract children to his suburban Atlanta facility. His efforts have increased interest in children's library programs, which were suffering from waning attendance.

"I wanted to come up with a character for the library that kids could identify with," explains Draper. "A clown seemed perfect. Children and clowns are natural companions.

"I started doing a program once a month on Saturdays as Jimmy-the-Clown. We sent news releases on the programs to the local media, and the response has been amazing. I'm getting a following."

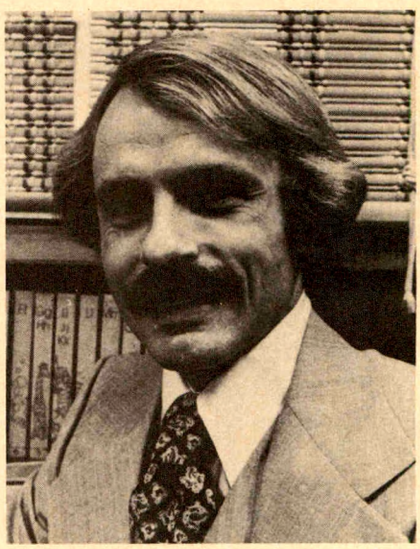
During his program, Draper does magic tricks, makes paper cut-outs, and tells stories using puppets and a chalk board. His audience participates in the activities and checks out books afterwards. Draper often helps the children choose their reading material.

Reaction to Draper's repertoire has been positive. "Kids want to kiss me, and they want to touch my costume. I wasn't expecting that kind of response. I was very touched by it," says the librarian/clown.

Perhaps the most touching response of all occurred not in the library, but in an Atlanta children's hospital, where Draper took his act. After visiting the youngsters' playroom, the clown performed his antics for individual bedridden children. As a reward, he elicited a smile from a three-year-old boy in an oxygen tent. The child had not reacted to anything since his hospitalization.

Draper plans to continue his clown act at the library and hospitals "as long as it's effective." He is thinking about inventing other characters as the basis for new library programs.

In addition to the library degree he earned from Peabody Library School (Tenn.), Draper has a degree in interior



design. While he runs his library and performs as a clown, he also works as an interior design consultant. Draper has just completed a book on interior design for libraries. □

—From a feature by Jim Brooks, public relations director, Doraville City Library.

Dena Epstein:

Perseverance Wins

It was 1953, and librarian Dena Epstein was raising two young children in a small New Jersey town.

"I was restless. I wanted something to think about while I was hanging diapers," says Epstein, who had spent earlier years as an art and music cataloger at the University of Illinois, music librarian at the Newark Public Library, and music cataloger and reviser at the Library of Congress.

To keep her mind occupied, Epstein began a research project that would last 25 years and culminate in a book published recently by the University of Illinois: *Sinful Tunes and Spirituals: Black Folk Music to the Civil War* (1977, $17.95, LC 77-6315, ISBN 0-252-00520-1). Based on information drawn from some 10,000 sources, the book documents the African sources of black American music.

When Epstein began the search, no one was very interested in her subject. "I had the field to myself. I was told by musicologists that nothing could be known about black music before the Civil War—that there were no sources. As a librarian, I didn't believe them."

Epstein had a bachelor's degree in music from the University of Chicago, but her knowledge of black music was limited. Using her library skills, she began plowing through hundreds of diaries, letters, court records, traveler's accounts, novels, and standard reference books, not knowing where her search would lead. She spent endless hours scanning volumes lacking indexes or tables of contents, only to find the publications did not contain one word about black music.

"Then, when I would least expect it, I would stumble on a really important document," says Epstein, adding that such moments kept her going during discouraging times. She explains how she read an entire book on geology in

Alabama before discovering on the last page a description of black dock worker songs.

Although Epstein used standard reference tools, she found letters and diaries to be her best sources. "They were absolutely basic because people would record things there that I couldn't find anywhere else."

The materials were housed mainly in libraries Epstein could visit without going far from home: the Library of Congress, New York Public, and libraries at the University of Chicago and Cornell. Epstein found few valuable sources in music libraries or special black history collections, which were rare until the last decade. She did some of her research through mail correspondence with colleagues at libraries in the South and the West Indies.

Epstein said her library training helped her cross interdisciplinary lines and search materials musicologists would never think of using.

In 1963, when interest burgeoned in black studies, Epstein received research grants from the American Council of Learned Societies, the Illinois Arts Council, and the National Endowment for the Humanities.

"What have I accomplished? Why did I waste my time all these years? [My research] proves the theory that blacks arrived in the New World culturally naked is untrue," she observes.

Epstein's work has taught her that librarians should not underestimate their potential as researchers. It also has convinced her that libraries should cooperate in preserving seemingly ephemeral data for future studies.

Epstein intends to remain in her present job as assistant librarian in the University of Chicago's Department of Music. Instead of beginning another research project, she will devote her energy to being president of the Music Library Assciation. She has been a member of the American Library Association for 40 years. □

Doris Hargrett Clack:

Not Subject to Classification

"I don't fit everyone's stereotype, but I feel very comfortable being me," Doris Hargrett Clack told her students at Florida State University's School of Library Science.

She was talking about herself in a recent student-sponsored series, "Know Your Professor," and she pulled no punches. "I'm a Black American," she told them, "and it's important to me. I don't want it to be played down."

Clack, who insists she doesn't "represent anyone else but me," brings to her work a strongly individualistic black perspective—as well as 17 years of library experience and a Ph.D. from the University of Pittsburgh library school. She teaches cataloging and classification at FSU, publishes widely, and chairs the ALA Subject Analysis Committee (of the Resources and Technical Services Division).

One of eight children, Clack grew up in a close-knit community of about 20 black families. "It was tribal. . . . There were no handouts here. One lived by hard work and communal kinship." She did not consider herself "disadvantaged" when growing up in Tallahassee, and today she abhors that word, which she feels misplaces the problem.

"I am from an 'exploited' and 'oppressed' people—but don't get uptight," she says, making a peace gesture. She knows that words are tactics, and she prefers language that pierces deepest into the heart of a misconception.

Language as used in subject headings has been one of Clack's special concerns, as manifested in such recent articles as "The Cataloging of Afro-American Literature: Subject Headings and Classification," and "Library of Congress Subject Headings for Black Literature Resources." She has also written on *Black Literature Resources: Analysis and Organization* (Dekker, 1975), and on "Segregation and the Library." Though she has focused on black-related subjects, she does not, as she says, fit a stereotype—not of "watchdog" against racism, or of any other set role. Her students know her as warm and loving where others would be hostile. Her sense of humor and grace have made her one of the most popular on the faculty. Her interests range to such topics as "Deep Indexing for Career Information Resources."

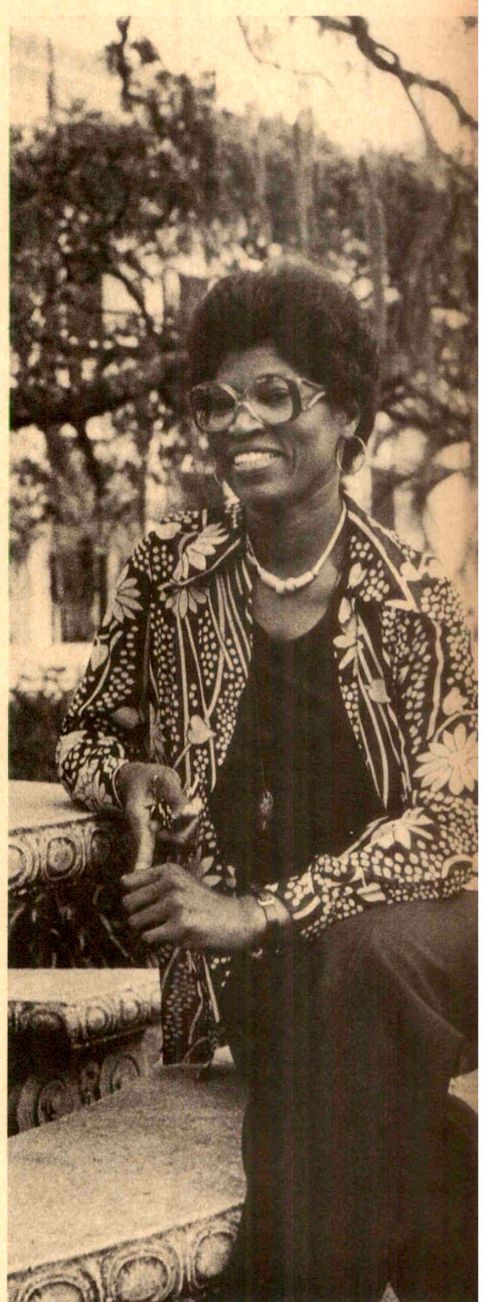
The joy of her life, she says, is her family—her husband and two sons. The light of her life: her work. "I'm an ambitious person; I'm never satisfied—not even at half a hundred."

A member of five library organizations, she is a booster of ALA committee work. "If you can get to the meetings and show interest in what you are doing . . . if you can assert yourself, there's no problem in getting appointed to a committee." She is especially pleased by the input to her Subject Analysis Committee from researchers in the field—and by the feeling that the committee can effect change.

Doris Hargrett Clack is relatively quiet when not before the class; but the strength of character in this tall and attractive person can project itself with very few words. Those who are close to her know it well.

"Once you're in the category of friend," she says, "you *never* get out of my clutches." □

—Prepared with the assistance of Karen Tallman, June graduate, FSU/SLS.



Art Plotnik

MONEY

CETA Funds Can Aid Your Library, Too

by Raymond A. Young

Ed. note: For nearly five years, the federal program called CETA has offered free clerical and paraprofessional help to libraries. Many have profited (see box), but others have shied away through lack of familiarity or misunderstanding. Now CETA is under fire from its many critics, but President Carter has asked Congress to extend it for another four years with increased funding.

CETA is the Comprehensive Employment and Training Act of 1973, under which the Department of Labor has poured billions of dollars into communities across the country, Newsweek *reported in its April 24 issue. Originally intended to combat the endemic joblessness of black teenagers and the hard core of unemployed, CETA also funds jobs for skilled whites in nonprofit agencies and even some private organizations. A Treasury Department study found that on average last year, CETA workers made up 16 percent of the municipal workers in 48 major cities. In many places they serve with firefighters, police, teachers, and librarians.*

At least four different CETA programs bolster the budgets of hard-pressed libraries: the Summer Youth Program, Public Service Employment, On-the-Job Training, and Work Experience.

For many libraries, the Summer Youth Program may offer the broadest possibilities. It can provide part-time employees for libraries open only "part time."

CETA "manpower" or "employment and training" agencies throughout the country pay the entire wages and Social Security of boys and girls between 14 and 21 who work part time. Depending on the money available, CETA usually funds six-week jobs of 24 to 30 hours per week at the current minimum wage.

Young people in this program come from "low-income" households with annual incomes below an arbitrary poverty level. In some places CETA concentrates on various minority groups.

When an individual is judged eligible for the program, the local CETA agency must find a suitable job. The agency contacts government or nonprofit organizations to learn if they can use participants at no cost to themselves. If the answer is yes, CETA sends the eligible youths to the organization.

Assignment is supposedly done on the basis of available funds, but often it is "first come, first served." How widely the participants are scattered depends on the industry and imaginativeness of the local CETA office and the employers. Libraries eager for Summer Youth people don't wait to hear from the local CETA office—they provide CETA with detailed descriptions of available jobs. Waiting to hear from CETA without taking the initiative can be futile.

What can a library use CETA youths for? The possibilities are as wide as the need. They can do clerical work, grounds maintenance, such as painting and lawn care, or other suitable tasks not requiring a high degree of training or skill. The main limitations are that the jobs follow federal safety standards and that the employees be supervised. The CETA agency handles all administrative paperwork and pays the wages.

In a well run program, the library interviews candidates and indicates those best qualified. Once a youth is assigned, he or she gets a good look at library work and an opportunity to learn more about it.

Small-town librarians are sometimes reluctant to participate on the grounds that "federal money means federal control." In practice, the only control is that the youths be employed safely and actually work on the job. The library retains the right to terminate unsatisfactory employees; participation in the program *doesn't* mean a library is required to provide a loafing place for undesirables.

Public Service

CETA also offers long-term programs useful to libraries operating full time. Public Service Employment pays for jobs in areas with high unemployment or, in some cases, for employing certain people anywhere. These programs operate under a wide range of titles, but they all provide federal funding of certain positions.

Generally, Public Service Employment means that the employer takes on an employee with the goal of absorbing that person into the regular work force. During the period that CETA pays the bills, the subsidy includes wages and fringe benefits on the same scale as those of regular employees. For example, if a regular employee rates two weeks' paid vacation annually, so does a CETA employee. If there's a waiting period before someone becomes eligible for vacation or sick time, it applies to the CETA person as well.

Public Service draws from a wide group of potential employees. Special

(Continued on p. 478)

What CETA Workers Do

Last year the Brooklyn Public Library joyfully reopened branches with the help of 44 CETA staffers. With 151 CETA people, the Queensborough Public restored branch services.

More recently, CETA workers helped the Minneapolis Public branches to open up evenings and Saturdays. At the Washington Regional Library for the Blind and Handicapped in Seattle, two CETA workers invented an electronic communicator for patrons with speech disabilities.

Thanks to an influx of CETA funds, New York PL was able to staff 78 of its 82 branches in July and August, having closed 65 branches for several weeks last summer due to lack of funds. In June, CETA employees totaled 347, or 30% of the NYPL staff of 1,180.

In Pasadena, Texas, CETA is paying the salaries of a previously unemployed librarian and five staffers helping to install an online circulation system.

In March the Public Library of Columbus & Franklin County won two grants totaling $320,000 to pay the salaries of 45 workers. This will allow the library to 1) extend public service hours, 2) complete an inventory and labeling chore in preparation for automated circulation, 3) set up an outreach program in jails and correctional institutions, 4) undertake maintenance projects, and 5) add staffers to handle the busy Health-Line operation.

Columbus & Franklin County has a record CETA appreciates: 44 CETA placements have been permanently hired.

Career LEADS

Library Employment And Development for Staff

The Best of Both Worlds

Librarian/Working Mother

by Janet Williams

Many factors in today's society are making the employed librarian more likely to be a working mother. So often, women have no choice, but must work to support themselves and their families. The tightness of the job market makes librarians reluctant to let go of their jobs. Women who in better times might have taken a few years off to raise a family are staying on the job. They want to be assured of having a position when they want it, and the best method is to keep the one they have.

Sub Group Lends Support

In response to this trend, the Princeton/Trenton Special Libraries Association has formed a sub group of working mothers. During a program planning meeting, several of us thought it would be informative to have a program on the trials of someone in this role. The idea was vetoed by the group as a whole as being of too narrow interest, but those of us who supported the idea decided to get together on our own. We placed an announcement in the chapter bulletin asking all those interested in forming a sub group to give us a call. We then set the date for our first meeting.

Six very motivated librarian/mothers showed up. We found the time passed all too quickly and made plans to meet again. We also tried to spread the word about our group to other librarians in the public and academic fields who might be interested in joining our informal group. We found the discussion of our mutual problems and possible solutions enlightening. And it's great to realize you are not alone.

Librarian/Mother

Librarians may often have an advantage over the average working mother. Librarians employed in public libraries work in places where children can observe them working. I feel it helps your child understand your life when they can watch you as you work. I've also found that libraries are good places to work when your caregiver suddenly becomes ill during the day and you have to pick up your child immediately. For a limited time, most children are able to entertain themselves in a library and not create too much havoc for the rest of your patrons and coworkers.

One children's librarian had her children check in every day after school before they went out to play. (They lived conveniently near the library in which she worked.) She took her break, and they told her the big news of each day at school. It was very pleasant to be able to see them when their enthusiasm was still high.

In my library (a special library in the educational field) we've had older children split their spring break between our library and a nearby park. They were quiet, close to supervision by their parents, and, in this case, no problem at all. I've brought my own son into the library when doing the inventory on Saturdays. He played with the other children present (we have a lot of working mothers in our library) and crawled up and down the stack aisles. The only problem was a lost teddy on top of a bookcase, later retrieved by one of our shelvers.

The flexibility of working in a library can be an asset or liability. Many academic and public librarians can work at night or on weekends. Spouses, if available for babysitting, can save a lot of money for daycare and enhance child interaction with the second parent. However, if one cannot provide in-house care arrangements, these offbeat hours can be very difficult.

To Work or Not to Work

As inflation empties our pockets, the thought of surviving on one salary becomes less attractive. Also, the women's movement has made working a more respectable option for mothers. "Women work because, being human, they want to. Wanting to work in our culture is perfectly understandable."[1] Women who would not even have considered being a working mother two or three years ago are now having to make a choice.

For the woman who does have a choice, the decision can be a difficult one, influenced largely by the availability of quality child care at a reasonable cost. Quality care consists of a caregiver(s) who thinks more or less like you do in child rearing practices, provides adequate facilities to nurture your child, and arranges appropriate back-ups when sick or on vacation.

If good care is available, most of the problems involved in being a working mother are solved. The remaining ones I define as "support" problems. Is your husband supportive? Are your children supportive? Do you want or need housecleaning support?

No Need To Be a Martyr

When I went back to work after the birth of my child, I decided I was no longer going to iron anything and I was going to have cleaning support one day every other week. It was important support for me and I was willing to pay for it. I wish I had initiated these services while I was pregnant.

There is no need for the working mother to be a martyr. Accept all the help you can afford to take. Learn to take shortcuts whenever possible. Washing the dishes has nothing to do with your ability to be a good mother or a good librarian.

(continued on p. 477)

CAREER OPPORTUNITIES

Guidelines

The American Library Association requires a salary range for all "Positions Open." "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 consecutive issues.

Positions Open or Educational Notices (Please state format desired):

Line-by-line: $2.50/line. ALA institutional members receive 50% off ($1.25/line).
Display: Boxes, larger type, prominent format. $25/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago IL 60611.

Back-page classifieds: For services, sales, merchandise, personals, general announcements. See back page of magazine for details. $4/line.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices

As space permits, late jobs are taken after the general copy deadline has passed. **By phone only, after 10th of the month.** $10/line ALA-institutional members 10% off. See complete instructions in section.

Address

Place all notices with Connie Pacholski, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

If your institution or organization would like its jobline listed free, send formal authorization to *American Libraries*, LEADS.

ARIZONA Job Hotline: (602) 278-1327. To list a position write: POB 3516, Phoenix, AZ 85030.

BRITISH COLUMBIA Library Association Jobline (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., Canada V6R 4G6.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Sacramento, CA 95814 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

COLORADO State Library Jobline: (303) 839-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 839-2174. **COLORADO LIBRARIES ONLY.**

CONNECTICUT Valley Chapter, Special Libraries Association. For position openings and to list a position with Employment Clearinghouse: phone Adele Clark (203) 248-9032.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, Supreme Court Building, Tallahassee, FL 32303 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 9 am–2 pm.

METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Mary Jones, Library Planning Office, Council of Governments, 1225 Connecticut Ave., NW, Washington, DC 20036 or phone (202) 223-6800 x344.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Iowa Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LISTINGS ONLY.**

NEW JERSEY Library Association: (609) 695-2121. To list a position phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 687-1352. To list a position: write NYLA, 60 E. 42 St., Suite 1242, New York, NY 10017, or phone (212) 687-6625.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position call: (919) 733-2570.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a position (members and non-members): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelope to Marcia Hershoff, Greenbrier Rd., Greenville, RI 02828. To list a position contact Candace Civiak, Systems Office, Providence Public Library, 150 Empire St., Providence, RI 02903. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a position: write Paul Morton, Ralph M. Parsons Co., 100 W. Walnut St., Pasadena, CA 91124 or phone (213) 440-4044.

UNIVERSITY OF SOUTH CAROLINA College of Librarianship Jobline: (803) 777-8443. To list a position write: Admissions and Placement Coordinator, College of Librarianship, University of South Carolina, Columbia, SC 29208.

VIRGINIA Library Jobline: (804) 355-0384. To list a position write the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

POSITIONS WANTED

DYNAMIC, CAREER ORIENTED YOUNG LIBRARIAN seeks position in public/academic/special library. 1978 MLS (ALA-accredited), with majors in public librarianship and information storage and retrieval. BS degree, majors in history/computer science, minor in psychology. 3 yrs.' computer experience and 1 yr's. library experience. Additional experience in working with and designing automated library systems. Will relocate. Resume: C. Hufteling, 332 North 200 West, Clearfield, UT 84015.

ALA-MLS desires adult services position (circulation, reference, interlibrary loan). Interested in coordinating/training church librarians, PR, and automation. BA English lit. '77; MLS Aug. '78. Write: D. Dial, 307 Wyleswood Dr., Berea, OH 44017.

MLS '75 UT-AUSTIN. BA, art history. Experience primarily in special (industrial-research). Like people, public service. Flexible, friendly. Seek public/academic/special preferably in social sciences-humanities-arts. Any level. Relocate Texas/Southwest/Northwest. M. Henshaw, 235 Granpre #4, Baton Rouge, LA 70802.

MLS, SUNY ALBANY, '76 seeking entry-level public services/reference/government documents/ILL/library orientation position. Public, academic, special library. Have 1 yr. circulation department experience (clerical). Will relocate. Resume: R. Welton, RFD #1, Box 97F, Monticello, NY 12701.

CATALOGING PROFESSOR, Ph.D., 14 yrs.' teaching experience, excellent references, widely published, available either in Sept. '78 or Jan. '79. No geographic limitations. Minimum salary $18,000 per academic year. D. J. Lehnus, POB 976, Washington, DC 20044.

RETIRING PUBLIC LIBRARY DIRECTOR desires position as consultant or as an interim public library director. Extensive experience in management, budget preparation, public relations, personnel, building planning. Southeast location preferred. Reply **Box B-749-W.**

MLS UNIVERSITY OF WISCONSIN/MADISON. MA, BA art history. Experience in art, university, and public libraries. Read German, French, Italian. Seeking art related entry-level position in academic, public, or special library. Available immediately. Will relocate. Resume: A. Foley, 5326 S. Cornell #212, Chicago, IL 60615.

MSLS UNC '77 seeks entry level art library or general reference position. BA '76 Mount Holyoke College, art history major. Intermediate French. 2 yrs.' experience with slide collection classification and development. 9 months' experience in zoology library. Willing to relocate. Resume: L. Abrams, 220 McCauley St., Chapel Hill, NC 27514.

PUBLIC LIBRARY PUBLIC SERVICE POSITION. MLS Indiana University, 1978; BA, foreign languages. Preprofessional experience in high school, public, and academic libraries: reference, circulation, serials, OCLC, handicrafts, story-hours. Wish to be involved in reference, selection, adult programming, reader advisory. Available immediately, will relocate. J. Haigh, 4838 Monac, Toledo, OH 43623.

ALA-MLS (University of Illinois) desires position. Strong background in humanities, music. Have had science, humanities, medical reference, cataloging, automation, French, Spanish. Flexible; but prefer small public school library. Write: L. Shelby, Box 3234, Champaign, IL 61820.

EDUCATIONAL OPPORTUNITIES

A NATIONAL INTERDISCIPLINARY CONFERENCE
held in celebration of the new
$12 million library at
Western Illinois University
October 26–28, 1978

"Confronting Today's Avalanche of Information, Communications, and Education."

Library-related and other topics. Some program roles still open.

Exciting speakers and panelists.

A part of National Conference of Educators and Scholars.

Registration $14.

Dr. Jay W. Stein, 403 Stipes Hall
Western Illinois University
Macomb, IL 61455 (309) 298–1528

POSITIONS OPEN

COOPERATIVE AGENCY

DIRECTOR
THE MEDICAL LIBRARY CENTER
NEW YORK

The Medical Library Center of New York, a nonprofit organization with a membership of over 50 cooperating health sciences libraries, is seeking a director. Responsibilities include supervision of staff, budget preparation, establishing priorities, and management of services to member libraries. Services include interlibrary loan, messenger services, computer assisted cataloging and serials control, and maintenance and publication of the bibliographic data base, *The Union Catalog of Medical Periodicals.* Applicants should have MSLS, at least 5 yrs.' administrative experience, preferably in health sciences library, knowledge of computer applications in library operations, and effective communication skills. Salary minimum $20,000 depending on background and experience. Position available in September.

Send resumes including the names of 3 references:

Gilbert J. Clausman, Chairperson
Search Committee
New York University
Medical Center Library
550 1st Ave.
New York, NY 10016

An equal-opportunity employer.

ALA

PUBLIC INFORMATION OFFICER

Assistant for the Public Information Office of the American Library Association. Experienced writer—ability to write and edit most important requirements. Degrees in journalism and/or library science preferred. Job involves getting media coverage for libraries and the association and promoting ALA membership. Excellent benefits. Salary starts at $13,548. Send resume:

John Katzenberger
Personnel Director
American Library Association
50 E. Huron
Chicago, IL 60611

An equal-opportunity employer.

ACADEMIC LIBRARY

Archivist/librarian for the Walter P. Reuther Library of Labor and Urban Affairs. Responsibilities: maintain reference library; develop and coordinate acquisitions; prepare bibliographies and finding aids; service archival collections; work with donors, labor unions, urban and minority groups; assist researchers, staff, students; other related duties. Qualifications: MLS, 5 yrs.' library-archives or related experience. Foreign language desirable. Salary from $15,720, negotiable. Position available immediately. Apply: Philip P. Mason, Director, **Walter P. Reuther Library, Wayne State University, Detroit, MI 48202.** An equal-opportunity employer.

Assistant head of acquisitions/serials department. Responsible for assisting in the administration and supervision of a combined department of 15 FTE, with major emphasis on quality control of serials operations. ALA-accredited MLS and 2 or more yrs.' professional experience in serials cataloging and/or serials acquisitions required. Supervisory experience and knowledge of computer based record systems highly desirable. Salary range $13,500–$14,500, depending on qualifications and experience. 12-month contract. TIAA/CREF and many other fringe benefits. Position open Sept. 1. Send application and resume: Royal V. Pope, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** An equal-opportunity, affirmative-action employer; welcomes applications from all qualified individuals.

Audio-visual librarian. To take charge of audio-visual department in university library. Support staff consists of 1 technician, 2 clerks, and student assistants. Requires ALA-accredited MLS and at least 3 yrs.' relevant experience. Additional subject degree or graduate work desirable. Salary $15,000, 12-month contract. Apply: Dean, Library Services, **West Virginia University, Morgantown, WV 26506.** An equal-opportunity, affirmative-action employer.

Business administration librarian. ALA-accredited MLS. Minimum 2 yrs.' professional library experience. Knowledge of literature of business administration and economics. Must have ability to work and communicate effectively with faculty, staff, and students. Base salary $11,000. **Closing date for applications Sept. 30.** Send resume: Lucille R. Jones, Head of Administrative Services, **Drexel University**

HEAD OF UNDERGRADUATE LIBRARY
SUNY, BUFFALO

Administers the programs, services, and operations of the UGL which has a total collection of over 69,000 volumes and appointed staff of 5 professional and 5 support staff. Responsibilities include: planning, budgeting, personnel administration, and policy formulation in all areas of Undergraduate Library operations and services. Represents the UGL in the administration of the university libraries including membership in the Library Administrative Council. Maintains liaison with UGL clientele, provides reference services, assists in collection development, and participates in the bibliographic instruction program. Qualifications: ALA-accredited MLS, 3–5 yrs.' administrative experience in public services areas in an academic library, demonstrated ability to work with undergraduate students and teaching faculty, and ability to work well with staff while providing energetic leadership are required. Some collection development experience is highly desirable. Salary: $16,000+ depending on qualifications; faculty status at the rank of senior assistant librarian/associate librarian. Send resume including names of at least 3 references:

Ms. M. E. State
University Libraries Personnel Officer
SUNY at Buffalo
434 Capen Hall
Amherst, NY 14260

An equal-opportunity, affirmative-action, and Title IX employer.

HEAD
CENTRAL TECHNICAL SERVICES

Administers the processing operations of the university libraries except for Health Sciences and Law Libraries. Includes cataloging, acquisitions, and serials departments with a staff of 19 professionals and 45 clerical. Has system-wide responsibility to oversee allocations and expenditures of acquisitions and binding funds. Represents the university libraries locally, regionally, and nationally in the area of technical services. Qualifications *required:* ALA-accredited MLS, possibly with emphasis on technical services, 5–7 yrs.' progressively responsible technical services administration in large research libraries; *desirable:* direct experience in more than one area of technical services, demonstrated management ability, experience with automated systems and cooperative programs. Salary $21,000+ depending on qualifications. Send resume:

Ms. M. E. State
University Libraries Personnel Officer
SUNY at Buffalo
434 Capen Hall
Amherst, NY 14260

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Library, 32nd & Chestnut Sts., Philadelphia, PA 19104. An equal-opportunity, affirmative-action employer.

Cataloger (search continuing). Under the general direction of head, catalog department, is responsible for all original cataloging and classification of monographic materials, including microforms. Responsible for establishment of all uniform titles. Assists with the more difficult partial copy cataloging for OCLC computer terminal input. Assumes general departmental duties as required, such as maintenance of a section of the public card catalog. Department catalogs a total of 25,000 titles (40,000 volumes) annually, of which approximately 2,000 titles are cataloged originally. Qualifications: ALA-accredited MLS. At least 3 yrs.' professional cataloging experience in a medium or large academic library required. This experience should include familiarity with AACR and LC cataloging practices, classification, and subject headings. Applicants with a working knowledge of OCLC and facility with European languages, particularly German, preferred. Appointment will be at the rank of senior assistant librarian or associate librarian, depending on qualifications. Recruitment range $14,500–$18,000. 12-month appointment, sick leave and annual leave @ 1.75 days each per month, fully paid major medical, hospitalization, and dental insurance. Social Security coverage. TIAA/CREF or New York State Teachers Retirement available (employee contribution rate = 3%). **Inquiries should be received by Sept. 30.** Contact: Jean Whalen, Personnel Librarian, **University Library, Room 109, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** The University at Albany is an equal-opportunity, affirmative-action empolyer. Applications from women, minorities, and handicapped are especially welcome.

Cataloging department head, search reopened. ARL library seeks administrator with supervisory experience and human relations skills to direct a cataloging department with 9 professionals and 33 FTE support staff, who annually process over 35,000 titles. Responsibilities include defining department goals, setting cataloging policies and standards, preparing department budget, participating in library planning through administrative council. Thorough knowledge of Anglo-American Cataloging Rules and LC cataloging required. Experience in OCLC or other automated systems highly desirable. Full range of benefits, including academic status, TIAA/CREF, 25 days vacation. Salary minimum $16,000 negotiable. **Apply by Oct. 25.** Send resume and names of 3 references: Winnifred Margetts, Personnel Officer, **University of Utah Libraries, Salt Lake City, UT 84112.** An equal-opportunity, affirmative-action employer.

Circulation librarian. Readvertised position. Minimum qualifications: MLS and professional experience in an academic or large public library, including some supervisory experience, and some circulation experience. Ability to supervise a staff of 8 classified personnel + student assistants. Ability to work with data processing and computer applications. Preferred qualifications: several years of professional experience in an academic or large public library, including supervisory experience in circulation. Experience with a computerized library circulation system desirable. Duties: responsible for management, and development of an effective circulation system. Salary for 12 months $14,000–$18,000 beginning, depending on qualifications and experience, with generous state of Ohio fringe benefits. Starting Jan. 1, 1979 (negotiable) with **Oct. 15 closing date for applications.** Send resume and 3 letters of reference: Robert Benninghoff, Chairperson, Search Committee, **University Libraries, Cleveland State University, Cleveland, OH 44115.** An equal-opportunity employer M/F/Handicapped.

College librarian. Ithaca College, Ithaca, New York, seeks a director of the college library to administer a 270,000-volume book, 170,000 microform, and 9,000 phono record and tape collection. Ithaca College library is a member of OCLC and has an active instruction program. Total full time staff of 35 includes 12 librarians. Responsibilities: administration of overall library services, budget, personnel and long-range planning. Qualifications: ALA-accredited MLS; an additional graduate degree will be given preference; college library experience and a record of administrative achievement. Salary low to mid-$20's depending on qualifications and credentials. Appointment effective Jan. 1, 1979 if possible. **Send resume by Oct. 1:** Dr. Frank S. Falcone, Acting Provost, **Ithaca College, Ithaca, NY 14850.** An equal-opportunity, affirmative-action employer.

Director of libraries. Georgia College, Milledgeville, Georgia, announces its search for a director of libraries. A unit of the university system of Georgia, Georgia College serves 2,600 undergraduate and 1,000 graduate students. The library contains an integrated collection of 400,000 volumes of print and nonprint materials. The library staff of 16 is divided into the public services, technical services, and media services departments. The director of libraries is responsible for all library services, budgeting, personnel, and planning; reports to the vice president for academic affairs; holds faculty rank. The director of libraries should be familiar with all academic programs and be willing to work closely with faculty of all disciplines, especially in initiating and supporting new programs. Qualifications: Ph.D. preferred; ALA-accredited MLS desired. At least 5 yrs.' administrative experience in a college or university library required. Salary $20,000–$25,000 commensurate with experience and qualifications. Generous benefits. The position is expected to be filled by the start of Fall Quarter 1978. All applicants will be notified. **Letters of application, resumes, complete credentials, and supporting materials are to be sent by Sept. 15:** Dr. Sarah Gordon, Chairwoman, Library Search Committee, Box 653, **Georgia College, Milledgeville, GA 31061.** Georgia College is an equal-opportunity, affirmative-action employer.

Director of libraries. Joint director responsible for coordinating the work of the staffs of Victoria College and the University of Houston Victoria Campus Libraries. The director will prepare and allocate the budgets, hire and evaluate the staffs, and plan and develop library services. Desire a person who is interested in developing active faculty and community involvement. The director will hold a joint appointment to the faculty of each institution. Required: ALA-accredited MLS and 5 yrs.' administrative experience in an aca-

DIRECTOR OF LIBRARIES
TEMPLE UNIVERSITY

To replace retiring director. Temple University is one of the nation's largest urban universities, with an enrollment of more than 35,000 students. Its curricula span a broad spectrum, with students earning bachelor's degrees in 100 fields, master's degrees in 79 areas, and doctorates in 61 specialties. The faculty numbers more than 3,000. The university libraries have holdings of approximately 1.5 million and a 1977–78 operating budget of $3.1 million, including $660,000 for acquisitions.

Areas of responsibility: The director of libraries has administrative and budgetary responsibility for general libraries, including Paley Library, 4 branch libraries, and 5 departmental collections, with a staff of 50 librarians and 100 support staff. The director reports to the vice-president and dean of faculties and has faculty status as full professor.

Qualifications: Candidates should have a well defined appreciation of academic excellence and a strong commitment to library support for scholarship, research, and instruction at the graduate and undergraduate levels; an ALA-accredited MLS is highly preferred and an academic area master's or doctorate desirable. Candidates must have extensive and progressively more responsible experience in the management of research or academic libraries; demonstrated skills in planning and leadership; and evidence of continuing professional growth and scholarly activities.

Salary: Open and competitive, minimum $36,000 for 12 months.

Application deadline: **Nov. 1, 1978.** The university expects to fill the position on or before July 1, 1979. It will not be filled unless qualified persons are available. Send letter of application and curriculum vitae, or nominations:

Mary Ivy Bayard, Chairperson
Search Committee
Temple University Library
Philadelphia, PA 19122

Temple University is an equal-opportunity, affirmative-action institution.

UNIVERSITY LIBRARIAN
BROWN UNIVERSITY

Brown University is seeking applications and nominations for this position. The university librarian is responsible for the development and operation of the Brown University Library System. The university librarian is a member of the Brown faculty and participates with the deans and department chairpersons in appropriate committees and forums in planning for the academic development of the university. Applicants must have appropriate professional and academic credentials, including first-hand knowledge of scholarly research. They should also have senior-level administrative experience, preferably in a library of a size and purpose comparable to that of Brown University. Salary $30,600 and up, depending on qualifications and experience.

Applications and nominations, including at least 3 references, should be sent by Nov. 1:

Chairperson, Library Search Committee
Box 1862, Brown University
Providence, RI 02912

An equal-opportunity, affirmative-action employer.

demic library. Highly desirable: community or junior college experience and an interest in library cooperation. Salary minimum $20,000, with good fringe benefits and 12-month contract. **Send application and resume by Oct. 15:** Dr. Robert C. Maxson, Chancellor, **University of Houston Victoria Campus, 2302-C East Red River, Victoria, TX 77901.** An equal-opportunity, affirmative-action employer.

Director of libraries for the University of Missouri-St. Louis. UMSL is a public urban university (enrollment 11,000) offering undergraduate and graduate programs. UMSL is one campus of a 4-campus system sharing library resources. Responsible for overseeing all aspects of operation of 330,000-volume library with 45 full-time employees. MLS and substantial library, administrative, and supervisory experience required. Additional desirable qualifications: doctorate or subject master's degree and professional publications. Knowledge of library automation, evidence of professional activity, and ability to work well with people required. Minimum salary $26,000, 4-week vacation and other fringe benefits. Qualified candidates should send resumes and supporting documents: Dr. Blanche M. Touhill, Associate Vice Chancellor for Academic Affairs, **University of Missouri-St. Louis, 8001 Natural Bridge Rd., St. Louis, MO 63121.** An equal-opportunity, affirmative-action employer.

Head, catalog department. Responsible for administration of cataloging and catalog reference services. Supervises 12 FTE librarians, 17 civil service employees, and 25 student assistants. Required: ALA-accredited MLS; minimum 6 yrs. in cataloging; familiarity with automated cataloging system; previous successful supervisory experience, preferably in large university library; capability in at least 2 foreign languages; evidences of scholarly interest and professional activity. Master's in subject area highly desirable. Librarians must meet Library Affairs requirements for tenure and promotion (publishing, research, and service) in addition to specific library assignments. Faculty rank, University Retirement System of Illinois, state-paid life, medical, and surgical insurance, 25 vacation days, 11 holidays, 60 calendar days of sick leave per contract year, and 12-month appointment. Rank of assistant professor or higher depending on qualifications and education: salary minimum $18,000. Position available Sept. 15. **Apply by Oct. 15:** Susan S. Poteet, Chairperson, Search Committee, Cataloging Department. **Morris Library, Southern Illinois University at Carbondale, Carbondale, IL 62901. (618) 453–4339.** The university is an equal-opportunity, affirmative-action employer.

Head catalog librarian. Available fall 1978. Responsible for coordination and supervision of all cataloging activities. Qualifications include an ALA-accredited MLS, at least 3 yrs.' cataloging experience in LC, proven supervisory competence, and a thorough knowledge of OCLC. Facility with European languages preferred. Salary minimum $12,000 depending on experience. 12-month contract, faculty status without tenure. TIAA and usual fringe benefits. **Deadline for application Oct. 1.** Contact: Director, **Colby College Library, Waterville, ME 04901.**

Head, learning resources center. Responsible for administration of the learning resources center containing the libraries' nonprint media collections. Develops and maintains these materials for instructional support of courses offered. Works closely with appropriate faculty and the university's Educational Communication Center to evaluate the current collections and services and to identify the diverse needs for nonprint materials and services, including those associated with independent/individualized learning and teacher training. Instructs faculty and students in the use of nonprint materials and equipment. Interprets materials and provides reference services. Supervises 1 FTE clerical employee and a small number of students. Reports to the assistant director, access services. Qualifications: ALA-accredited MLS or a master's degree in a related media field. At least 2 yrs.' relevant experience, preferably in an academic library, required. Thorough knowledge of media software, competence in media hardware, and an understanding of instructional development required. Ability to relate to and maintain effective liaison with faculty and students important. Experience with media production very helpful. The successful candidate will be one who understands the need for control of and access to information regardless of format and who is familiar with the entire range of nonprint materials and services and their use in support of academic programs and institutional objectives. Salary and rank commensurate with education and experience. Recruitment range $13,000–$18,000. 12-month appointment, sick leave and annual leave @ 1.75 days each per month, fully paid major medical, hospitalization, and dental insurance. Social Security coverage. TIAA/CREF or New York State Teachers Retirement available (employee contribution rate = 3%). **Inquiries should be received by Sept. 15 (extended deadline).** Contact: Jean Whalen, Personnel Librarian, **University Library, Room 109, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** The University at Albany is an equal-opportunity, affirmative-action employer. Applications from women, minorities, and handicapped are especially welcome.

Head of collections processing. Responsible for the organization and operation of collections processing which includes cataloging, orders, bindery, and related functions. Cataloging (currently serials) and collections development and reference duties are part of the position. OCLC is online; new building to be completed by 1981; upcoming mini-computer project will enlarge this position. Staff of 8

Central Washington University

DEAN OF LIBRARY SERVICES

- The Dean has primary responsibility for all library operations with a budget of $1.4 million, staff of 62, and reports to the vice president for academic affairs. The library includes traditional resources and an extensive learning resources division.

Applicants must have an ALA-accredited MLS, additional graduate study, 10 yrs.' increasingly responsible academic library experience, and positive philosophy and commitment to the values of all forms of learning resources. Desirable qualifications include a second graduate degree, preferably an earned doctorate, and significant training and experience in instructional media. Salary for 12 months minimum $26,937, with liberal fringe benefits, including TIAA/CREF.

Submit resume and statement of philosophy regarding library services and other forms of learning resources ***postmarked by Sept. 15:***

Dr. Donald Schliesman, Chair, Library Search Committee, Central Washington University, Ellensburg, WA 98926.

An equal-opportunity, affirmative-action, Title IX employer.

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full-time persons. Required: ALA-accredited MLS, 2–3 yrs.' relevant experience. Desired: technical processing/supervisory experience, background in automated systems. St. Paul Campus libraries, part of the University of Minnesota library system, serves a campus of 6,000 students in 30 programs in agriculture, veterinary medicine, forestry, home economics, and biological sciences. Instructor level salary starts at $15,864 for 12-month appointment; faculty benefits and responsibilities. Position available Jan. 1, 1979. **Deadline for receipt of applications is Oct. 2.** Resume and letter of application should be sent: Clarence Carter, Personnel Officer (collections position), **499 Wilson Library, University of Minnesota, 309 19th Ave. South, Minneapolis, MN 55455.** The University of Minnesota is an equal-opportunity educator and employer.

Librarian, technical services, Rush University. To reorganize and to direct the work of the technical services department and to take responsibility for acquisitions and collection development in the library of Rush University, a health professions university with colleges of medicine, nursing, and health sciences. The technical services department currently consists of 1 catalog librarian, 1 serials librarian, and 7 FTE support staff. The library has recently joined OCLC and is considering a serials control system. The technical services librarian reports to the director of the library. A master's degree from an accredited library school, MLA certification, and 5 yrs.' experience in technical services, particularly acquisitions, are required. Some OCLC and other computer-related experience, some cataloging and serials experience are desirable. Must be able to supervise many levels of personnel, set goals and carry them out, examine procedures and re-design them for maximum efficiency, monitor and evaluate the work of the technical services department, issue reports, and participate in library-wide activities and programs. Salary range $18,000–$22,000 depending on qualifications. **Applications will be accepted until Sept. 15 or until the position is filled.** Please send curriculum vitae, including salary history, and 3 letters of reference from health sciences librarians: Doris Bolef, Director. **Library of Rush University, 600 S. Paulina St., Chicago, IL 60612.** Rush University is an equal-opportunity, affirmative-action employer.

HEAD
LOCKWOOD MEMORIAL LIBRARY

Administers the programs, services, and operations of Lockwood Memorial Library and its branches, which have total collections of approximately 1,000,000 volumes and a total appointed staff of 25 professional and 29 support staff. Lockwood Memorial Library includes services to: arts and letters, education, social sciences, and management; branches are the Architecture and Environmental Design Library and the Library Studies Library. Responsible for short- and long-term planning; works closely with academic departments to insure that the library is responsive to instructional and research needs; represents Lockwood within the university libraries and participates in overall university libraries planning, policy development, and coordination. Qualifications: ALA-accredited MLS and 3–5 yrs.' experience in public service and collection development in a major academic/research library, with at least 2 yrs.' experience managing a unit or department are required. Graduate degree in humanities or social sciences is desirable. Salary: $21,000+ depending on qualifications + excellent fringe benefits; faculty status at the rank of associate librarian.

Target date for applications Oct. 15, 1978.

Send resume including names of at least 3 references:

Ms. M. E. State, University Libraries Personnel Officer, SUNY at Buffalo, 434 Capen Hall, Amherst, NY 14260.

An equal-opportunity, affirmative-action, and Title IX employer.

Monographs librarian. Position available Jan. 1, 1979. Requires MLS and 5 yrs.' professional experience in an academic library with primary emphasis on monograph cataloging and acquisition. Proven supervisory and management experience and ability. Working familiarity with OCLC and automated acquisitions systems. Responsible for the organization, supervision, and efficient operation of all functions in the monograph department, planning for further automation activities. Responsible for BATAB acquisitions system and the adoption of AACR2. Supervision of 9 professionals and the necessary support staff. Minimum salary $18,000. **Applications deadline Jan. 1, 1979.** Apply: Associate Director of Libraries, **University of Missouri-Columbia, Columbia, MO 65201.** An equal-opportunity, affirmative-action employer.

Music cataloger for subject and descriptive cataloging and preparation for OCLC input of music scores, sound recordings, and books in the area of music. Required: ALA-accredited MLS + additional formal training in music history and/or literature; capability in French, German, and Italian. Librarians must meet Library Affairs requirements for tenure and promotion (publishing, research, and service) in addition to specific library assignments. Second master's degree in music history and/or literature and prior professional experience highly desirable. Faculty rank, University Retirement System of Illinois, state-paid life, medical, and surgical insurance, 25 vacation days, 11 holidays, 60 calendar days of sick leave per contract year, and 12-month appointment. Rank of instructor or assistant professor depending on education and experience. Salary minimum $12,000. Tenure not granted at instructor level. Position available Sept. 1. **Application deadline Oct. 15.** Apply: Mina H. Daniels, Chairperson, Search Committee, Cataloging Department, **Morris Library, Southern Illinois University at Carbondale, Carbondale, IL 62901.** The university is an equal-opportunity, affirmative-action employer.

Personnel officer for University of Wisconsin-Madison. Responsible for the personnel activities of the general library system. Duties include recruiting and hiring of staff, maintaining personnel and financial records, directing and coordinating through staff development-affirmative action officer the affirmative action programs of the library and the training and development, orientation, and continuing education programs. Minimum qualifications: accredited MLS and 5 yrs.' experience as a professional librarian. Preference given to experience and/or training in library personnel management or with other personnel experience. Salary $18,000 or higher depending on experience. Fringe benefits: sick leave, group health and life insurance, and state retirement. **Letter of application, vita, and names of 3 references by Sept. 15:** Joseph H. Treyz, Director of Libraries, **360 Memorial Library, 728 State St., Madison, WI 53706.** An equal-opportunity, affirmative-action employer.

Science librarian. Full-time administrative position. Graduate professional degree in library or information science; bibliographic knowledge in math or a natural science. Possible evening, weekend hours; experience in science or special library, some graduate study in sciences desired. Salary $12,500 or higher depending on experience and qualifications. **Submit letter, supporting materials by Nov. 1:** John Druesedow, **Mudd, Oberlin College, Oberlin, OH 44074.** An equal-opportunity, affirmative action (M/F) employer.

Serials librarian with faculty rank of instructor. Full responsibility for all activities of the serials department including supervision, scheduling, and training of staff members to accomplish ordering, claiming, and operation of Kardex and order files. Work closely with subject librarians in building serials collection. Monitor and report serials expenditures. Compile monthly serials statistics. Prepare correspondence regarding serials matters. On or about July 1, 1979, bindery preparation will become part of the serials department. Serve as assistant acquisitions librarian and perform such other duties as required by the acquisitions librarian. Serve on library committees and accept other professional responsibilities. ALA-accredited MLS. Experience in serials work required. $10,000–$12,000 for 12-month appointment. Social Security, health and accident insurance, free life insurance, TIAA and state retirement plan, faculty rank, 40-hour week, and 1-month vacation. Open Jan. 1, 1979. **No applications accepted after Nov. 15, 1978.** Send application and resume with names of 3 references: Norris K. Maxwell, Assistant Librarian, **Oklahoma State University Library, Stillwater, OK 74074.** An equal-opportunity, affirmative-action employer.

Technical services librarian. Coordinates all aspects of technical services, organization of nonprint materials, supervision of workers, and use of OCLC services. Minimum of ALA-accredited MLS with 2 yrs.' experience. Salary range $13,500–$16,500 for 12-month appointment. **Apply by Sept. 15:** Director of Personnel, **Northwest Missouri State University, Maryville, MO 64468.** An equal-opportunity, affirmative-action employer.

University librarian, Arizona State University (vacancy search for 1979/80). Hayden Memorial Library is the geographic and academic

hub of the campus and holds 1.3 million volumes and additional materials. Current annual acquisitions budget $1.7 million, 20% average growth rate. The library serves over 35,000 students + faculty and staff. It holds institutional membership in the Association of Research Libraries, the Center for Research Libraries, and AMIGOS Bibliographic Council. Staff includes 42 professionals and 100 support personnel. Arizona State University Library is an emerging service-oriented research library with emphasis on automated processing (including OCLC) and on collection development (pilot library for ARL's Collection Analysis Project). Qualifications: ALA-accredited MLS; doctorate preferred; knowledge of current trends and technology in librarianship; diverse experience and progressive growth in academic library management; budget expertise; human relations, personnel, and communication skills; appreciation of academic excellence, and a strong commitment to library support for scholarship, research, and instruction; ability to guide collection development. Salary $30,000 range—negotiable. **Application deadline: Sept. 30, 1978 postmark.** (Candidate to be available July 1, 1979.) Send cover letter responding to qualifications stated above, detailed resume, and names and addresses of 5 references: Dr. Noel J. Stowe, Chair, Advisory Search Committee, History Department, **Arizona State University, Tempe, AZ 85281.** Arizona State University is a committed equal-opportunity, affirmative-action employer.

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5 Positions, University of Connecticut library. Recruiting new professional positions as we move into new library facility. Each position requires an ALA-accredited MLS. **1) Head, library orientation and instructional services:** develops new programs of information, orientation, and bibliographic instruction; requires 4–6 yrs.' library experience - 2 yrs.' supervisory, teaching/orientation assignments. $15,000–$17,000. **2) Head, art library:** develops program of services for (new) art library; requires 3 yrs.' art library or related experience, reading knowledge of 2 modern European languages. $14,000–$16,000. **3) Head, interlibrary loan:** coordinates ILL operation; requires 3 yrs. as reference or ILL librarian or as bibliographer in academic library, knowledge of 1 language other than English. $14,000–$16,000. **4) Archivist:** develops an archival program of post-Civil War materials relating to economic, political, and social history of Connecticut; requires 2–3 yrs.' archival experience at similar level of responsibility. $14,000–$16,000. **5) Beginning reference librarian:** includes instruction, development of a subject specialty; requires knowledge of 1 language other than English, previous library experience. $11,000. **Send resumes by Sept. 30:** Administrative Offices, **University of Connecticut Library, Storrs, CT 06268.** An equal-opportunity employer.

LIBRARY EDUCATION

Faculty position. Tenure-track position beginning Jan. 1979. Doctorate in library/information science, or in a related discipline with an MLS. Background in library automation/systems analysis highly desirable. Teaching and academic or special library experience preferred. Assistant professor rank with salary beginning at approximately $16,000 for 9 months, with possible additional compensation for summer teaching. Send resume and references: Leslie H. Janke, Director, Division of Library Science (GS79–1), **San Jose State University, San Jose, CA 95192.**

NETWORK

BALLOTS CENTER
STANFORD UNIVERSITY

Associate Director, Research and Development. The associate director, who reports to the BALLOTS director, is responsible for the professional and program bases from which BALLOTS services are developed to meet the requirements of large libraries. This position is equivalent to the assistant/associate director level in a research library. Candidates must demonstrate a fundamental knowledge of the full spectrum of requirements of large libraries, including technical processing, management information, collection development, and public service. Candidates must demonstrate an interest in and the intellectual basis for exploring how a technical support system and a national network can best serve the needs of research libraries in the 1980s. Salary minimum $28,000 depending on qualifications.

Academic and Research Library Coordinator. Responsible position for an individual with a thorough knowledge of academic libraries and an understanding of the application of automation to technical processing functions. Will have the primary responsibility for coordinating BALLOTS services to academic/research library users and for representing the system to the user community at professional meetings. Demonstrated skills in leadership, organization, and the integration of change with technological innovation desirable. Appreciation of the individuality of research libraries within the shared network environment required. Appropriate experience usually associated with ALA-accredited MLS with 5 yrs.' working experience. Minimum salary $17,400/annum given 5 yrs.' experience.

Library Systems Analyst — Serials. A challenging position for an individual with a fundamental understanding and a detailed knowledge of serials cataloging and control in a major research library environment. Will have primary responsibility for designing, analyzing, and documenting the functional specifications of serials handling for the BALLOTS system. Will be responsible for representing the serials system to the user community. Must have ability and interest to explore and analyze future requirements of research libraries in the area of automated serials control. Appropriate experience usually associated with ALA-accredited MLS with 5 yrs.' working experience. Minimum salary $17,400/annum given 5 yrs.' experience.

Library User Service Representative. User service librarian to train academic library professionals and library support staff in the use of the BALLOTS system. Position includes analysis of technical processing operations in user libraries to assist with the efficient use of system and specify requirements for new services. Appropriate experience usually associated with ALA-accredited MLS with 3 yrs.' cataloging standards and automated technical processing systems essential. Minimum salary $15,000/annum given 3 yrs.' experience.

Qualified applicants should send resume and letter of application:

Jan Thomson, Assistant to the Director, BALLOTS Center, Encina Commons, Stanford University, Stanford, CA 94305.

Equal-opportunity employer through affirmative action.

DIRECTOR
GRADUATE LIBRARY SCHOOL
University of Arizona

Director of fully accredited library school, responsible for the administration of programs leading to the Master of Library Science, Master of Education, and an undergraduate minor in library science. Minimum qualifications: an earned doctorate together with evidence of productive research and scholarship; demonstrated administrative competence in a library or library school. Library and teaching experience highly desirable. Salary $30,000 minimum, negotiable. ***Closing date for submission of applications is Oct. 15.***

Nominations should be made and letters and resumes should be sent:

Dr. Mark Smith
Associate Dean
College of Education
University of Arizona
Tucson, AZ 85721

An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

PUBLIC LIBRARY

Assistant director. To replace incumbent assuming director's position on Jan. 1; vacancy available Nov. 1. Major responsibilities are coordination of selection and maintenance of adult book collection, administration of personnel functions and acting in director's absence. City-county library system serving 600,000 with main library, 19 branches, and budget of $4,500,000. MLS degree. Prefer 10 yrs.' experience with at least 3 in a major administrative position. Superior written and oral communication skills. Beginning salary $20,000–$25,000 based on qualifications and experience, plus generous fringe benefits. **Send resume by Oct. 1:** John S. Wallach, Assistant Director, **Dayton and Montgomery County Public Library, 215 East Third St., Dayton, OH 45402 (513) 224-1651.** An equal-opportunity, affirmative-action employer.

Assistant director, Stanly County Public Library. Responsibilities are extremely varied: assisting director with overall administration and supervision, plus some duties in all departments. Must be very versatile and adept at working with people. Should be attuned to needs and interests of lovely, rural piedmont county. Minimum qualifications: ALA-accredited MLS, 2-3 yrs.' professional experience, preferably in a public library, with some supervisory and administrative responsibilities desirable. Beginning salary $12,060. Position open Jan. 2, 1979. **Send detailed resume and credentials by Oct. 6:** Sue Darden, Director, **Stanly County Public Library, 133 East Main St., Albemarle, NC 28001.**

Associate director. In charge of central library, Birmingham Public Library. System consists of central library and 18 branches, 4 bookmobiles, 180 employees; current budget $3 million. New 200,000 sq. ft. central library to open in 1981. Applicants must have ALA-accredited MLS. Minimum 5 yrs.' public library experience, with at least 2 yrs.' administrative responsibility. Prefer individual with liberal arts background. Salary range $18,220–$22,152 + paid health and life insurance, matching pension, and FICA. **Submit resume and references prior to Nov. 1:** George R. Stewart, Director, **Birmingham Public Library, 2020 Seventh Ave. North, Birmingham, AL 35203.** An equal-opportunity, affirmative-action employer.

Children's librarian. MLS + 4 yrs.' public library experience as children's librarian required. Must have experience in story-telling, programming, school visits, book discussions. Retirement community of 32,500 on Gulf. Salary $12,376–$15,059. Interview in Dunedin necessary at applicant's expense. Send resume: Director, **Dunedin Public Library, 223 Douglas Ave., Dunedin, FL 33528.**

Circulation/membership librarian. Department head to oversee the continuing development of an automated circulation system with an annual circulation of over 2,500,000 and implementation of a countywide system. Provide leadership in directing and coordinating circulation procedures for Birmingham Public, its 18 branches, and 4 bookmobiles, along with 16 cooperating county libraries. Applicants must have an ALA-accredited MLS with a minimum of 3 yrs.' library experience demonstrating knowledge of library operations, techniques, and practices including automation and organizational management. Also experience in systems evaluation techniques and automation and/or successful work experience in systems analysis. Salary range $14,996.80–$18,220.80 + paid health and life insurance, matching pension, and FICA. Submit resume and references: George R. Stewart, Director, **Birmingham Public Library, 2020 Park Place, Birmingham, AL 25303.**

Head of adult services-reference. City library serving population of 45,000, new library building. MLS and 3 yrs.' experience. Salary range $12,012–$16,172, excellent benefits, working conditions. Looking for a dynamic individual with particular strength in adult programming. **Send full resume before Oct. 15:** James Whitehead, **Bloomington Public Library, Box 3308, 205 E. Olive St., Bloomington, IL 61701.** An equal-opportunity employer.

Head of branches and extension services for library in an historic, well-located city. Position offers professional growth and sound administrative experience. Responsible for 3 branches, shut-in service, and summer kiosk. Works with community groups. Salary $10,000+ depending on experience. **Resume and cover letter by Sept. 15:** Louise Pittman, **Troy Public Library, 100 Second St., Troy, NY 12180.**

Librarian. Excellent opportunity for ALA-accredited MLS candidate, or comparable experience in lieu of, in year-round resort community in northern Michigan. Well-supported city library now serving 12,500, with competent, experienced support staff. Salary range $12,000–$14,000, commensurate with experience and training. Submit resume: Library Board, **Petoskey Public Library, 451 E. Mitchell St., Petoskey, MI 49770.**

Library director. To administer public library system of 21 branches, main library, separate administration building, 3 bookmobiles, 300 employees, 1.2 million volumes, $7 million budget. Candidate should possess an ALA-accredited MLS, minimum 10 yrs.' progressively more responsible experience in public library administration, knowledge of public library budgeting and finance, familiarity with library automation, and interest in cultural programming. The applicant should have current administrative experience in a library system serving 100,000 population. Position available Sept. 5, 1978. Salary $32,000 with liberal fringe benefits. Send resume: Search Committee, c/o Personnel Department, **Public Library of Columbus and Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213.** An equal-opportunity, F/M employer.

Media your horizon? Some library science travel? Like programming, puppetry, theatre, branching out? Bring your Montana sky, Arizona desert, California forests to Ohio with you. Sapling $10,000; seasoned redwood, relative. **Upper Arlington Public Library, 2800 Tremont Rd., Upper Arlington, OH 43221.**

Public library director for large suburban library system. Headquarters building over 64,000 sq. ft., 10 yrs. old and recently expanded, 3 branches, 1 in planning stage for new construction. Circulation over 900,000, school district population estimated at 72,000. Salary from $24,000 depending on qualifications. MLS degree or equivalent, 10 yrs.' previous satisfactory library experience required including significant administrative responsibility. Benefits include health insurance, liberal vacation and holidays, state pension system. Position open. **Applications close Sept. 15.** Send resume, 3 references, and availability for interview: Mary Harvey, Chairperson, Library Search Committee, **Cleveland Heights-University Heights Public Library, 2345 Lee Rd., Cleveland Heights, OH 44118.** An equal-opportunity, affirmative-action employer and public service institution.

FEDERAL LIBRARY

DIRECTOR
SMITHSONIAN INSTITUTION LIBRARIES

Please note: This position was previously announced with a closing date of Oct. 1, 1977. Applicants who applied under that announcement are still under consideration and do not need to reapply.

The Smithsonian Institution in Washington, D.C., seeks a top executive fully responsible for policy formulation and management of the libraries consisting of over 1,000,000 volumes in the research collection and over 100 employees. Applicants must have at least 1 yr's. experience at a level comparable to GS-16 in the Federal Service, must have managed an organization with scientific orientation, have demonstrated experience in science communications and library data systems, and have a strong background in meeting and negotiating with experts and top officials in all sectors. This is a Federal competitive position, GS-17, $47,500 per annum.

How to apply: Candidates must submit a completed U.S. Civil Service Commission Personal Qualifications Statement (Standard Form 171) giving information on the applicant's education, experience, professional affiliation, honors, and special and ad hoc assignments. The Personal Qualifications Statement is the only acceptable form of application; resumes may be considered only in conjunction with the Personal Qualifications Statement. The Statement may be obtained at any Civil Service Commission Federal Job Information Center or Federal or U.S. Postal Service personnel office. All veteran preference claimants must also submit a Standard Form 15 along with the required documentation. The Standard Form 15 may also be obtained at the locations given for obtaining the Personal Qualifications Statement.

The completed Standard Form 171 must be sent by Sept. 29 to:

Office of Personnel Administration, Attention: MPA-EX-77-1(A), Room 1410, Arts and Industries Building, Smithsonian Institution, 900 Jefferson Dr., S.W., Washington, DC 20560.

The Smithsonian Institution is an equal-opportunity employer.

LIBRARIAN VACANCIES

2 positions open immediately: Children's department head and public information librarian. ALA-accredited MLS and 3–5 yrs.' professional experience. Salary $14,500 up, good fringe benefits. Apply: ***Kathleen Imhoff, Chattahoochee Valley Regional Library System, Columbus, GA 31906.***

Science & technology librarian. Department head for a 38,000-vol. collection. Plans, administers, and coordinates departmental functions; personnel, budget, collection, and services. Ability and desire to become acquainted with the needs of the business, manufacturing, and professional community and contribute to this department meeting those needs. Applicant must have ALA-accredited MLS with a minimum of 3 yrs.' library experience; an undergraduate and/or graduate degree in an area related to job responsibility and a working knowledge of one or more of the large disciplines within the department. Salary range $14,996.80–$18,220.80 + paid health and life insurance, matching pension, and FICA. Submit resume and references: George R. Stewart, Director, **Birmingham Public Library, 2020 Park Place, Birmingham, AL 35203.**

2 POSITIONS. Reference librarian. Must have sound public library experience, be service-minded and a self-starter. Must have ALA-accredited MLS. Salary $11,000. **Also need assistant reference/catalog librarian.** Salary $9,200. Apply: Director, **Montgomery County Library, San Jacinto at Phillips, Conroe, TX 77301.**

SPECIAL LIBRARY

Public relations - promotion. Oakland Schools, a regional agency providing teacher and administrator support services to the 28 local school districts in Oakland County, Mich., is seeking to fill a new position at management level reporting to the director of libraries. Responsible for communicating services and resources (35,000 books, 650 periodicals, ORBIT and DIALOG data bases, ERIC, and related materials) in the library to various groups, e.g. teachers, administrators, librarians. Will design, market, and implement programs to increase substantially the use of the library. Candidates must show evidence of both strong administrative skills and public relations-promotion ability, competence in planning, setting objectives and priorities, communicating to and mobilizing staff for effective action. Requires ALA-accredited MLS, 5 yrs.' experience with increasing responsibility, public relations-promotion experience, public school teaching experience desirable, computer search ability desirable, must have own transportation. Salary from $22,000. Apply: Dr. Robert L. Fichtenau, Director, General Education, **Oakland Schools, 2100 Pontiac Lake Rd., Pontiac, MI 40854.** Include a complete resume and a portfolio of relevant public relations-promotion materials and descriptions of activities. An equal-opportunity employer.

STATE LIBRARY

Director of library development. Responsible for coordination of COM catalog development; program writing and debugging. State level consultant for library authorization through computer applications. Qualifications: MLS + 5 yrs.' experience, along with major undergraduate work in computer science required. Salary range $16,116–$20,316, in 6 steps. Contact: **Division of Personnel Services, Room 108N, State Office Building, Topeka, KS 66612. (913) 296–3585.** An equal-opportunity employer.

Nice, but not necessarily essential, is support from grandparents and from your boss.

Guilty-Mother Syndrome

The level of support you receive has a direct relationship to your ability to fight the guilty-mother syndrome. If your husband and children are supportive and proud of their librarian mother, it is psychologically much easier to work. Friends, coworkers, and colleagues behind you also make your life a lot more pleasant.

It is amazing how total strangers are more than willing to tell you their negative opinions about working mothers. Some feel it is their duty to inform you how you are ruining your child. Raising your child seems to be everybody's business. One patron told my maternity-leave replacement that I should stay home and take care of my child. Other eyebrows were frequently raised when I first returned to work.

In the beginning, I was unsure that being a working mother was the correct role for me. My uncertainty encouraged other people to be quite vocal in giving their opinions, which nearly always were against working mothers. After I understood my guilt and decided that I was doing what I wanted to do, and that I wasn't hurting my child in any way, I took a positive approach to talking about my work and my child. Negative comments rarely come now and don't bother me anymore. The sooner you can come to terms with your own decision, the quicker you solve your own problems of guilt.

Reading on the topic helped me considerably. Books such as Sidney Callahan's *The Working Mother*[2] and Lois Hoffman's *Working Mothers*[3] helped acquaint me with a wide range of other women's experiences and provided some knowledge on research which has been done in this field.

Full Or Part Time?

Once you decide to become a working mother, the second choice is: full or part time, which can also be difficult. Part-time work has many advantages. You may have more free time to participate in activities with your children. Often you can arrange your schedule to minimize professional babysitting/day care needs. Some nursery school schedules or school schedules can be worked around part-time jobs. For many this is the best solution.

However, there are also several disadvantages to part-time employment. If your hours are irregular, finding daycare for a part-time schedule can be difficult. There is also the probability of fewer career benefits (or none at all).

If you decide to work part time, you should consider working several full days as opposed to half days. This keeps such time-consuming activities as dropping your child off at the sitters, picking him up, and driving yourself to and from work to a minimum.

Satisfying Combination

I have found combining a career as a librarian and a role as a mother a delightful pairing. Going back to work after maternity leave was much easier than I had anticipated. I'm lucky because I've had plenty of support from my husband, colleagues, and coworkers. I also have a challenging and flexible position.

Being a working mother may not be the right answer for you, but don't let the possibility escape consideration. It's easier than you think and a very rewarding combination. □

1. Callahan, Sidney Cornelius. *The Working Mother.* New York, Macmillan, 1971.

2. Ibid.

3. Hoffman, Lois Wladis. *Working Mothers.* San Francisco, Jossey-Bass, 1974.

LATE JOB NOTICES

For October issue, call (312) 944-6780 x326 AFTER September 10. Listings taken by phone as space permits. 10 lines maximum (approx. 100 characters and spaces per line), $10/line. ALA institutional members 10% off.

LIBRARIAN, ART AND ARCHITECTURE DEPARTMENT. Accredited MLS required. Academic background in art history, architecture, photography, or fine arts preferred. Experience desirable. Rank of instructor. Salary $10,000-$11,000 depending on qualifications and experience. TIAA/CREF. Generous fringe benefits. Submit application, resume, 3 references, and transcript of all degrees by Sept. 20: Sydney Starr Keaveney, Associate Professor, Pratt Institute Library, Brooklyn NY 11205. An equal-opportunity, affirmative-action employer.

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SUNY Librarians and Research Foundation Present Funding Tape

In a novel arrangement, the State University of New York Librarians Association and the Research Foundation of State University of New York are cooperating in distributing copies of a taped presentation on "Funding for Libraries."

Part of the 1977 SUNY Librarians Association meeting, the tape comes from a panel presentation with three "veterans" from the funding world: Patricia S. Breivik, then dean of library services at Sangamon State University at Springfield, Ill.; John W. Kalas, deputy director at SUNY's Washington Office, and Sherry Goldstein, service coordinator at the Foundation Center.

Breivik, presently assistant dean of information at the Graduate School of Library Science at Pratt Institute, addresses herself to areas of funding that exclude the federal grants and private foundations which are discussed by the other two panel members. She deals with such topics as assessing campus goals and library strengths, forming "Friends of the Library" groups, and using case studies. She also reviews several items which must be carefully considered when writing the proposal or funding plan, among them: what will happen to the project when the grant or funding appeal ends; how to work both ends of the picture; the way to apply for funding directly to finance library needs; and how the library and its resources can be part of other proposals being worked up by faculty members.

Kalas speaks on his area of expertise, federal grants, and provides information concerning programs such as Title II of the Higher Education Act for Library Programs. He also reviews the various source material for those interested in finding available federal programs.

Goldstein introduces her audience to the organization and services of the Foundation Center and gives the listener a detailed look at the various publications offered by the Center.

The panel was conceived and arranged by Joseph Petraitis, SUC at Old Westbury, with technical coordination by Jean W. Farrington, SUNY at Albany. It was filmed by the Educational Communication Center, SUNY at Albany.

The tape is on audiocassette and lasts approximately 45 minutes. Copies are lent free by the Audio Video Section, Research Foundation of SUNY, P.O. Box 9, Albany, NY 12201. Borrowers may request written permission for duplication rights.

target groups include women, minority groups, some Vietnam-era veterans, and various handicapped people. In some areas where unemployment is high, a main criterion is the length of time a candidate has been out of work.

Libraries in sections where business is poor stand a better chance of getting the best employees, for there are more from which to choose. During the 1974–75 recession, many college-trained individuals couldn't find jobs. A large flow of federal money to CETA gave numerous local governments, libraries, and schools an opportunity to hire free employees for up to one year.

Because CETA was originally set up to employ the unemployable, job candidates include prison alumni, the undereducated, and people who have been out of the labor market so long they make poor job risks. One way to avoid hiring unsuitable employees is to make clear what is expected in job descriptions. Obviously libraries can't use illiterates for clerical work, although a janitor's job might be feasible.

Another safeguard is to screen the prospective employees with special care. A candidate may try to conceal an undesirable trait by objecting to a question on the grounds it violates privacy. You might ask the CETA counselor involved if the candidate has any special problems and what kind of help he or she is receiving.

Some CETA counselors are anxious to place as many bodies as possible; others realize that the success of the program depends on putting the most suitable people into jobs. The Department of Labor judges its subordinate CETA offices by how well they spend the money they are allotted. They are expected to spend all of it; a Summer Youth Program that turned back funds would not be considered a success. Thus a library (or any other potential employer) would not necessarily suffer if it held out for the best available person rather than accept someone a counselor wants to place.

Once a library has selected the best candidate, the local CETA office agrees to pay wages and other costs for a certain time, usually six months. In some cases, the time period might be renewed. The eventual goal is for the library itself to assume all wage costs and make the employee permanent. Hence, Public Service offers a way to secure a replacement for a departing staff member, with Washington paying for the training period.

On-the-Job Training

CETA's On-the-Job Training (OJT) Program pays a smaller subsidy, but has the advantage of being available when Public Service funds might not be. Under OJT, the employer pays part of the wage and fringe costs and the federal government pays the balance. When there is a choice, the Public Service Program is preferable. Not only does it cost the library nothing, but it may provide a wider range of candidates. If the training is all on the job, the only difference is in the title.

On-the-Job Training, the only CETA program available to private employers, may be used to train some of the really hard-core unemployed. In some cases, CETA agencies may prefer to use their OJT money to place people in private firms.

Work Experience

Some CETA agencies pay wages for Work Experience or some variation of that name. One phase provides jobs for youths under 21, in or out of high school. In-school work experience is part-time work during the school year. Eligibility is the same as for the summer program. It offers opportunities to employ young people to do unskilled work, such as returning books to the stacks, after school or on Saturdays, when library use is high and the regular staff is better employed in other work.

The in-school program may offer good possibilities for the smaller library or branch that needs only part-timers. Some CETA offices restrict the length of the in-school program to a maximum of 13 weeks, in order to spread the funds as widely as possible among the needy. However, a library considered a "good job site" by a CETA office should have little trouble in getting replacements.

Sometimes, libraries may find it easier to tap the Work Experience Program than get summertime help, because the Summer Youth program is better publicized and attracts more employers competing for free help. Neither program anticipates permanent employment of the CETAs.

The in-school program seems better suited to libraries than the program for dropouts, for obvious reasons. The former provides better-motivated employees, those making an attempt to continue their education. The use a library

could make of this available talent would seem limited only to the staff's needs and imagination.

Critics of CETA complain that the programs are rife with political patronage, suffer from slipshod and corrupt local management, and have made no dent on the hard-core unemployed. Both Congress and the Carter administration are taking measures to correct the abuses.

For several years, the number of municipalities, state, and other governmental agencies using CETA employees has been increasing. While it may be harder to find good library trainees than good street sweepers, judicious use of CETA might lead to low-cost workers worth their weight in gold.

For information about who administers CETA funds in your community, write your State Manpower Services Council. Your local CETA agency can tell you what strings are attached, if any. □

Raymond A. Young worked with a CETA program office in New Hampshire in 1974–76 and has kept note of recent trends. A college teacher, he claims to have "used up" the local libraries in his frequent visits to them.

Money Briefs

Guide to Grantsmanship

Grantsmanship: Money and How to Get It is back again, newly expanded and rewritten by the editors of the *Annual Register of Grant Support*. The second edition of the 1973 original is designed to serve the overall fund raiser or development officer.

Its publishers, Marquis Academic Media, a division of Marquis Who's Who, Inc., say it provides grant-seeking guidelines in greater detail than the first edition and takes a broader look at available resources.

The first part of the 47-page paperback reveals effective techniques: idea development, researching potential donors, writing letters of inquiry and proposals, and reporting results.

The second part is made up of a selected bibliography of fund-raising literature, a guide to the *Foundation Directory*, the *Annual Register of Grant Support*, and the *Catalog of Federal Domestic Assistance*, sample letters of inquiry, foundation and government application procedures, and addresses of potential donors.

Grantsmanship is available for $7.50 from Marquis Academic Media, 200 E. Ohio St., Chicago, IL 60611. (0-8379-4701-4, 78-50764).

Microfilm Readers Lure Alumni Dollars

For two years, faithful alumni of Shippensburg State College in Pennsylvania contributed generously to purchase new books for the college library. Last year, alumni organizers tried a new gimmick: their 1977–78 Loyalty Fund aimed to provide the library with new microform readers.

Approximately half of Shippensburg's 500,000-volume library is in microform. The reading equipment was old and falling apart, but the library couldn't afford new machines. In the past, the library had recognized alumni contributors with book plates in the volumes they paid for; it promised to display a plaque in the microform reading room to mark 1977–78 donations.

Without waiting to see how the alumni would respond, Shippensburg installed 11 Bell & Howell Micro Photo 16-35 microfilm readers last November. In July, the Loyalty Fund made the final payment for the equipment, proving that alumni understand specific needs.

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Answering the Call for Health Information

In less than a year of operation, the Columbus library's Health-Line service, the TEL-MED tape library of health information and referral, has handled over 100,000 telephone calls. Donald Sager explains the genesis of the service at the Columbus library and its effects.

by Donald J. Sager

Americans have an insatiable desire for current, concise information about their health, judging by the increase of books, newspaper columns, and magazine articles on medical subjects. A comparison of the number of articles on general health in the *Readers' Guide to Periodical Literature* in 1976 and 1977 shows an increase of more than 100 per cent in ten years.

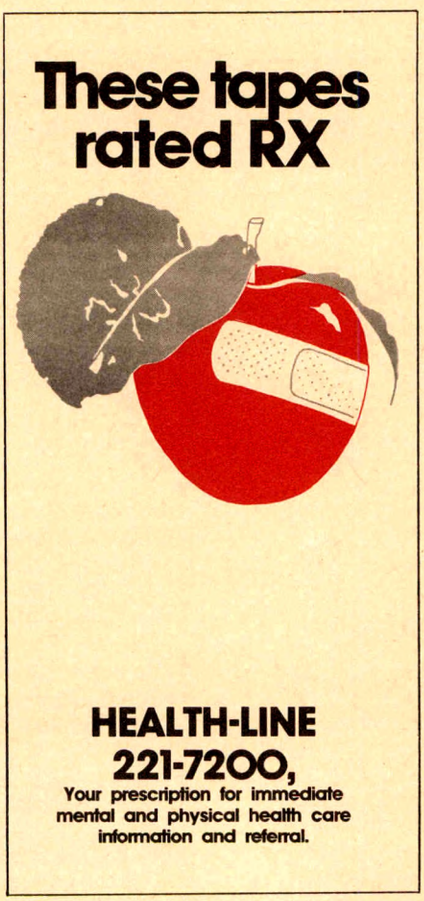
Libraries have attempted to respond to this interest through volume purchases of popular medical materials, but in many communities the reserve list shows the demand still exceeds the supply. Librarians also struggle with the problem of locating materials which are nonsensational and current. Even though the volume of medical literature grows, the supply of concise materials understandable to the layperson is rarely sufficient.

Reference librarians also face the difficulty of locating and interpreting information in the increasing supply of medical information. Staffers often must rely on encyclopedia articles or refer patrons to local medical societies or health organizations.

TEL-MED Fills the Gap

Now, however, libraries can help satisfy the public need for health information through a unique tape library developed by the San Bernardino (Calif.) Medical Society. Its members have created TEL-MED, a tape library on approximately 300 frequently requested subjects; each tape runs 3–5 minutes and covers a subject in lay language. Specially designed equipment manufactured for this service by Tel-Americall of South Bend, Ind., can handle up to 15 concurrent telephone calls.

The Public Library of Columbus & Franklin County (Ohio) first learned about TEL-MED from a brochure issued by a Pittsburgh health information organization which operates the service in that city. Subsequent research revealed TEL-MED was operating in approximately 70 cities in 1977, but that very few public libraries offered the service.*



Cover design and type used in a PLCFC brochure listing the available tapes.

Setting Up Operation

Using a $30,000 Library Services and Construction Act grant from the Ohio State Library, the Public Library of Columbus & Franklin County (PLCFC) purchased the equipment and tape library, leased telephone lines, and issued a moderate amount of publicity about the service, which we call Health-Line. PLCFC spent about $11,000 for the equipment and about $5–6,000 for the tapes.

Installation of the equipment went smoothly. Tel-Americall engineers installed the units and trained the staff in simple maintenance and operation. The units are similar to tape decks used by radio stations. The decks are in modules of five; up to 15 decks can be used in a single installation, permitting 15 calls at once. Based on information provided by Tel-Americall from its experience in other cities, PLCFC installed a unit with 10 tape decks to deal with our service area of approximately 833,000 persons.

The local telephone company hooked up the unit to its lines on a rotary; thus if one line is in use, a call automatically rolls over to the next open number. Several months before the installation, we reserved an easy-to-remember phone number (614-221-7200).

Service Heavily Used

Once the operator has determined a patron's request, the tape, which is a continuous loop cartridge, is simply in-

Donald J. Sager is the newly appointed Commissioner of the Chicago Public Library, a post he assumes after a 3½-year tenure as director of the Public Library of Columbus & Franklin County.

*TEL-MED, Inc., reports that as of August 1978 it has about 150 subscribers, still only a few of them public libraries.

With the tapes in easy reach, the TEL-MED operator fields the public's requests for health information.

serted into the unit. The tape automatically turns itself off after the message is completed; the unit signals the operator that the call has been completed so the tape can be removed and the line freed.

The tapes are recorded at a nonstandard speed, and the equipment is designed to prevent the use of locally produced tapes. These features are disadvantages of the system, for if additional scripts are developed locally, they must be sent to TEL-MED for transcription.

Thus far, the staff has found the equipment to be reliable. Many of the tapes, however, have worn out despite the purchase of duplicates. At first we were disappointed with this until we recognized the volume of usage. Health-Line peaked at approximately 800 calls a day shortly after its introduction. After several months this leveled off to 500 calls a day, and we anticipate it will eventually drop to 300.

Given that volume, some tapes will wear out since the most popular ones are used up to 3,000 times per month. Even the most durable cartridge will deteriorate under those conditions.

PLCFC operates the service continuously during the 58 hours per week the library is open. After closing, a taped message refers patrons to a general community I&R service.

Originally, the library staffed the service with professional librarians to counsel callers on what tapes would answer their questions and to refer callers to the proper local health agencies. However, the vast majority of patrons using Health-Line know the specific tape they wish to hear. In the 11–12,000 calls a month, the average number of referrals is only 15. So the service is now operated by a paraprofessional who refers requests to a librarian only if they do not ask for a specific tape.

Sex Info Favored

The most frequently requested tapes deal with information on sex. Tapes on male and female sexual responses, masturbation, pregnancy, abortion, birth control, and vasectomies are heavily used. At first our staff was disappointed in the nature of the requests, feeling that the calls were motivated by other than legitimate need for this information. But local physicians assured us that many people still hesitate to ask their family doctor about sex. The anonymity of the service permits many individuals to get the information they need.

Local conditions and awareness also affect the use of the service. An outbreak of rabies in rural sections of the county prompted many calls on animal bites. Stories about "Legionnaire's disease" also generated inquiries. Virtually every tape in the collection has been used, a majority at least 50–60 times a month.

Requests not answered by tapes in the library are recorded, to help determine what new tapes should be added. TEL-MED coordinates the development of new tapes throughout the nation and is itself a source of new tapes. TEL-MED also continuously monitors changes in the medical profession which may make some of the tapes obsolete. A maintenance agreement is available to keep the collection current.

Endorsement Needed

TEL-MED requires endorsement of the service by the local medical society before it will grant a license; the service would probably not be very effective without this endorsement and participation. The local reviewing process was the most tedious and time-consuming aspect of the project.

An advisory committee, appointed by PLCFC to establish policies and procedures, identified local health professionals in the appropriate fields to review the scripts supplied by TEL-MED for this purpose. The chief problem was getting busy professionals to return the scripts in a reasonable time. In some cases difficulty arose because of overlapping responsibilities. For example, a

tape on lung cancer can be reviewed by local chapters of either the American Cancer Society or the American Lung Association, or by local physicians.

One-third of the tapes required modification, which TEL-MED willingly performed. The increase in cost was balanced by the satisfaction of local health professionals with the service. In addition, TEL-MED will provide a common trailer at the end of any tape, usually giving credit to the sponsoring institution. In our project, we also gave credit and provided referral to the organization that reviewed the tape. The double trailer substantially increased the cost of the tape library.

Ads Work Too Well

The LSCA funds provided for a moderate amount of newspaper advertising, as well as production of a brochure listing the tapes. A local drugstore chain also gave a donation to further publicize the service.

Radio and television spots were developed, and approximately 100,000 brochures were printed for distribution at public health clinics and medical offices, particularly in low-income neighborhoods. Newspaper ads listing all the tape titles proved especially effective. Bus cards are now also being used.

At times the advertising was too effective, and the lines became overloaded. Now ads or spots are released only when the volume of calls drops below 500 per day.

Spin-offs

In addition to Healthline, PLCFC staff members are currently working with the local bar association on TEL-LAW, a similar I&R service. Marketed by Tel-Americall, the original tape library was prepared by a California bar association. Approximately 70 tapes of simple legal information are available; topics cover bail, what to do if you are arrested, and similar questions.

Because laws vary from state to state and attorneys are sensitive to the language used in the scripts, there appears to be a greater need for revision of legal tapes. But the service has a strong public relations appeal to lawyers and is certain to prove popular with the public.

PLCFC is also exploring a career information service in cooperation with local Rotary Clubs. A library of scripts on several hundred careers may prove equally popular.

System Praised

Healthline has received no complaints and many commendations. Many compliments have come from health organizations and physicians who find that the availability of a current, concise general information resource for the layperson relieves them of a great many repetitive questions. The library project staff also has benefited, finding out about the varied health services available in the area and sharing this information with other librarians in the system.

One may question the desirability of the library's providing this type of "pop information." But the use of libraries has changed over the years, and patrons frequently seek specific information.

Services such as Healthline may do little to raise circulation statistics, and may even result in some decline. But the volume of use indicates that information services satisfy a genuine public need. And if public libraries do not satisfy that need, other organizations will.

Ed. note: For more information on TEL-MED, write Kenneth Steele, Manager, TEL-MED, Inc., 22700 Cooley Dr., Colton, CA 92324 or call 714-825-6034.

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University of Illinois Annual Survey

Public Library Spending Still Climbing

Public library expenditures continue to climb steadily, increasing almost 10 percent in 1977, according to the annual *Indices of American Public Library Circulation and Expenditures* compiled by the Library Research Center of the University of Illinois library school.

Circulation, however, remained at the level of the last two years after a record 10-percent jump in 1975.

Salaries accounted for two-thirds of the expenditures, and materials consumed 17 percent in 1977. The latter figure is down 10 percent compared to the proportion of expenditures for materials in 1970. (Because expenditures have increased 92 percent since 1970, the 17-percent figure in 1977 represents more money than the 19-percent figure in 1970; in other words, a 10-percent-smaller slice of the total budget is now being devoted to materials.)

Compared to 1970, adult circulation has claimed a larger percentage of the total circulation.

The indices are published annually in *American Libraries*.

The two indices—circulation and expenditures—operate independently of each other, and no attempt is made to correlate the two. They are designed to help public librarians determine whether their library's circulation and expenditures are increasing or decreasing at a rate faster or slower than the median (50th percentile) of a sample of all public libraries serving at least 25,000 people.

At the beginning of every decade, public libraries in the U.S. serving communities of at least 25,000 are contacted for information on their annual circulation and expenditure figures for the previous decade. The responses from all the libraries are used to select a new random sample of libraries to provide data for the current decade.

The first year of the decade (1970) is used as the base year. An arbitrary value of 100 is assigned to both circulation and expenditures for that year. Each library in the sample of 50 libraries has equal weight in the computation of the indices. The yearly index values are computed by dividing the circulation or expenditure figures of an individual library for a specific year by the library's corresponding figure for the base year, producing circulation and expenditure indices for each individual library. The median for the sample is calculated from the indices for the individual libraries. For the circulation and expenditure percentages, however, the mean is used.

A comparison of 36 of the Indices appeared in the February 1976 issue of *Illinois Libraries* as "The Indices of American Public Library Statistics" (pp. 152–58). In this article Herbert Goldhor, director of the Library Research Center, compiled the statistics from 1939 to 1974 and compared them with other data series.

Annual Indices for a Sample of American Public Libraries: 1968-77
(For 1977, N* = 50)

	1968	'69	'70	'71	'72	'73	'74	'75	'76	'77
Circulation	96	98	100	103	100	98	100	110	111	111
Expenditures	83	90	100	111	117	133	141	156	175	192

Circulation Percentages

	1970 (N=37)	1977 (N=35)
Adult	61	68
Juvenile	39	32

Expenditures Percentages

	1970 (N=50)	1977 (N=50)
Salaries	66	67
Materials	19	17
Other	15	16

*N is the number of libraries reporting

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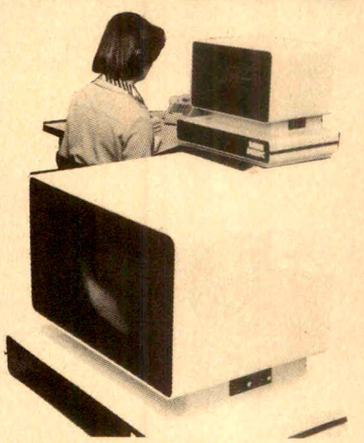

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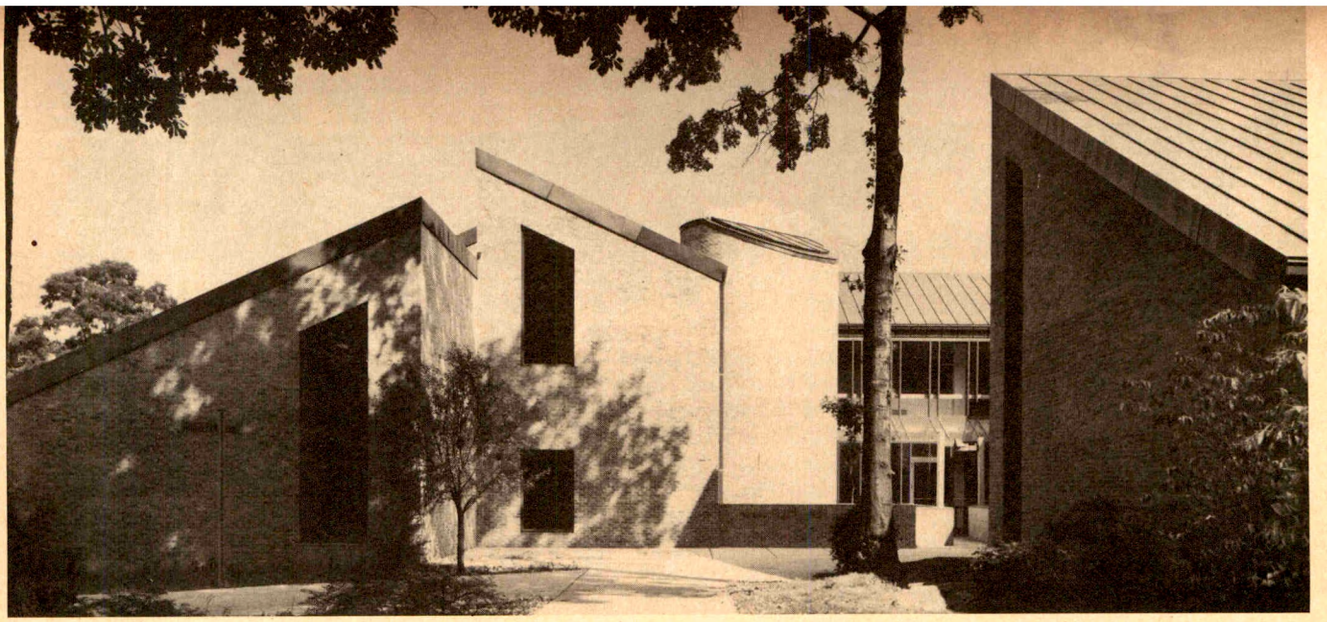
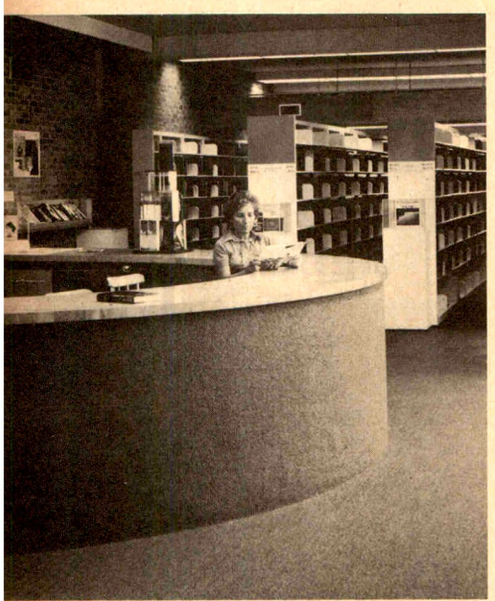


Above: Main entrance to library. Below: Circulation desk at entrance lobby.



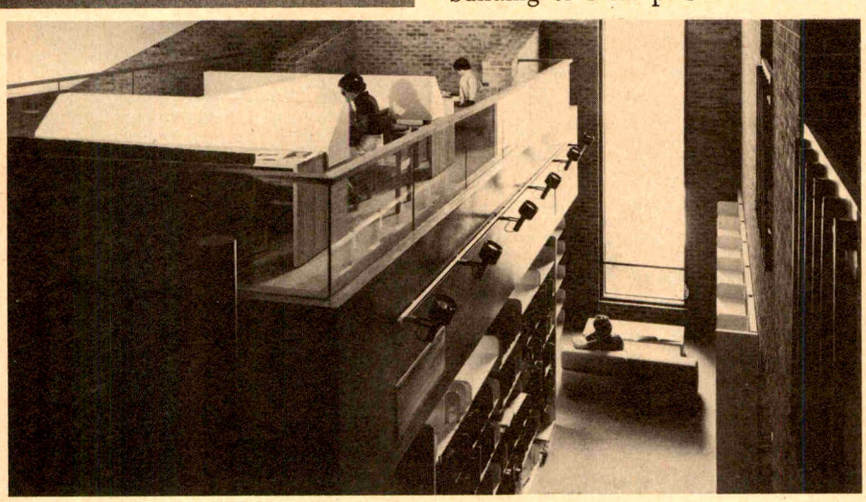
FACILITIES & DESIGN

Residential Flavor

The judges in the 1978 Library Buildings Awards Program, sponsored biennially by ALA's Library Administration and Management Association and the American Institute of Architects, singled out the Sarah Lawrence College Library in Bronxville, N.Y., as the only academic library building to receive a First Honor Award.

Designed by Warner Burns Toan Lunde Architects of New York City, the library occupies a rocky, sloping site in a residential neighborhood. To retain the residential flavor, the planners employed deep excavation into the rock, breaking up the main building masses into small, slant-roofed sheds and extending the walls on the north and east sides of the building to form patios. One consequence of this desire to blend the library into its surroundings is the segmented aspect of the building. This design contrasts with the prevailing attempts to provide large open spaces in contemporary libraries.

The poured-in-place concrete Sarah Lawrence College Library features sand-colored brick interior and exterior walls, steel beams and decking, and copper-finished roofing. Spanning an open courtyard, which provides natural light for the lower level, is a wooden bridge that leads to the entrance on the middle level. A cylindrical structure houses a brick-faced stairwell and adds visual interest to an otherwise rectilinear building. Besides this silo-like stairwell, steel spiral staircases connect the three levels.

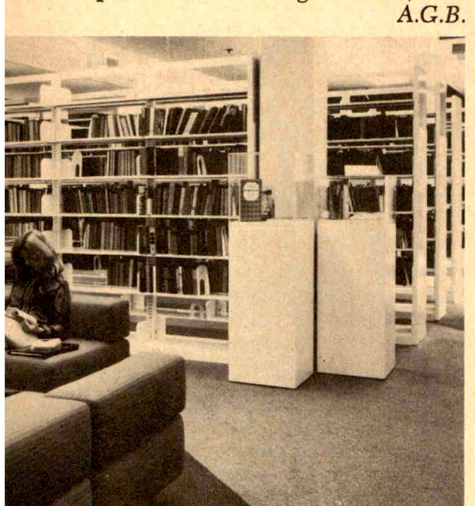


Current periodicals room on main level.

Built at a cost of approximately $2.4 million, the library covers 52,900 sq. ft., can hold 200,000 volumes, and seats 350 persons. Jeanne Schwarz, head of technical services, reports staff and patrons find the building warm and inviting; use of the library has increased greatly. The main drawbacks so far, she said, are the lighting, which is proving to be expensive to operate, and the reference area, which is too small for the requirements of the library.

In its comments, the panel of judges felt that "users of this library, with its strong relationship to the out-of-doors, should find it a pleasant place in which to work." (See *AL*, June, p. 379 for a complete list of buildings awards.)

A.G.B.



Above: Reading area on main level. Left: Art book area with tables designed for ease of viewing.

The Worden Company is represented nationally by competent and capable local factory trained representatives. Equipment considerations from both function and design make **Worden** an important source for all items of wood library furniture.

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For further information and product brochures, call **The Worden Company** collect at 1-616-392-1848 and ask for Bob Grant or Lois DeGroot, or write to **The Worden Company,** P.O. Box 915 department AL, Holland Michigan, 49423. Products shown are from the Nordika library series.

Worden

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Sick and Tired of Being Segregated—Small Presses Want (and Sometimes Get) Equal Time

"I'm an *independent* press—not a small press," said Toothpaste Press publisher Allan Kornblum. He typified a vocal self-perception of many small press people gathered at Chicago's Loyola University for COSMEP's 10th annual meeting in June and tending their ALA Conference book tables a few days later.

Although fewer than 50 of the Committee of Small Magazine Editors and Publishers 1,200-plus members showed up for the Loyola conclave, one frequently heard grumblings at being characterized as "alternative" in the major reviewing media. Small press people argue that such a label prejudices many libraries against both the physical quality and outlook of their publications.

Specifically, objection to the "alternative" tag was a response to a quarterly column, "The Alternative Press Scene," initiated by *Booklist* in May 1977. Val Morehouse, assistant director of the Plymouth (Mass.) Public Library, writes some 50 reviews in each issue.[1]

Morehouse sees "alternative" as a term that grew out of the upheaval of the '60s. "It's the loyal opposition in both literature and life style—the middle-class rat race is not what they're seeking in alternative writings. It's a political as well as ecological stance . . . holistic living is widely represented here." She explained to *AL* that a lot of literature is being "forced into alternative presses because there's more out there to be considered than there are publishers to publish it. In many cases the alternative press is the only place first novels, short story collections, and poetry—especially the avant-garde and experimental—can find a home."

When small presses publish a book intended for a more popular market—for example, Thorp Spring Press' *Boomer's Gold* by Jack Walker, a traditional western—Morehouse returns such titles to *Booklist* for consideration by regular adult reviewers.

If any of these publishers object to being included in a column reviewing "alternative" materials, says *Booklist* Editor of Adult Books Helen Freiser, "they take their chances of being caught in the crush of materials from larger trade houses. They also risk being considered by a reviewer unfamiliar, possibly even unsympathetic with the style and outlook of the small press scene . . . The richness of some of these materials could be missed.

"The real distinction we try to make—and it's not by any means inevitably clear cut—is whether something is really mainstream, or deliberately goes against the grain and the beliefs of established thought and practice."

Morehouse added that out of more than 400 reviews, she received only two letters from publishers complaining that they were not "alternatives."

But small presses' aversion to being relegated to the sidelines is "something we'll be struggling with as long as there are small presses," says Richard Morris, national coordinator of COSMEP. He cited *LJ*'s Small Press Roundup every Dec. 15 as particularly odious to those publishers who do not even consider themselves "alternative." The only libraries who will read such a roundup are those who have an Alternative Press Collection, say Morris.

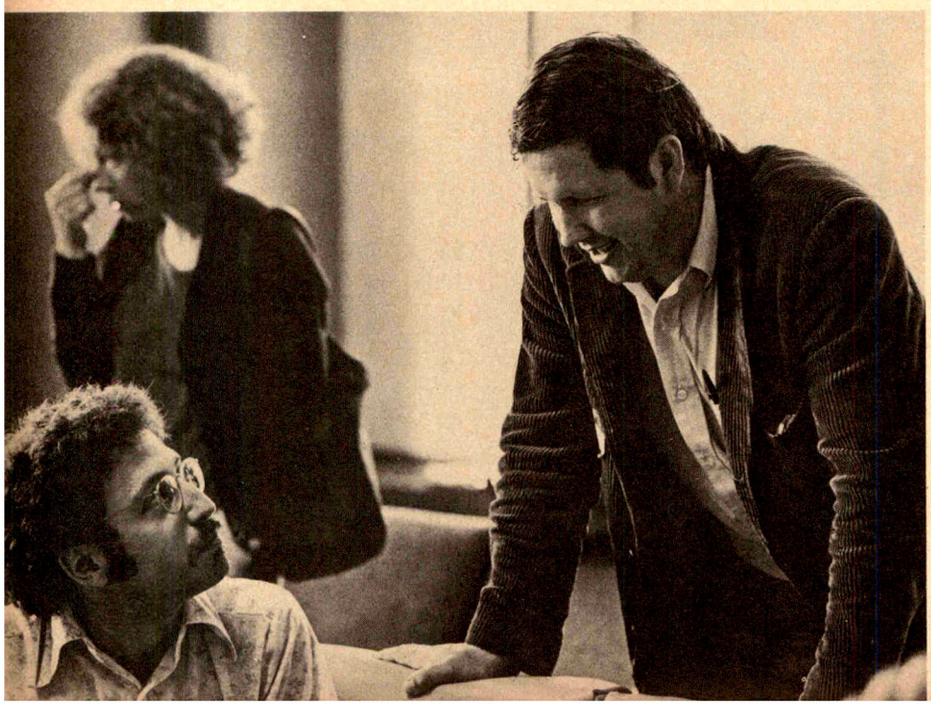
Bill Katz justified his annual overview in the Dec. 15, 1977 *LJ*: "It is true that much of what I receive from small press publishers is junk. Still, a defense is in order. At least one-third or more of the material is not junk; it is good to excellent in every sense. . . . The real answer is consistent criticism, particularly self-criticism by the small press. At the same

[1]Her column will appear four times a year from now on.

Richard Roman

"We're celebrating these presses as an important cultural phenomenon," says Helen Freiser, "not sidelining them."

Allan Kornblum (left) is afraid his Toothpaste Press books—all produced in the tradition of fine printing, choice papers, handset types, and tasteful design—are being lost in rare book rooms and art libraries, and not circulating. "I'm not publishing collectors' items . . . I'm publishing for readers." Here he chats with Paul Foreman, newly elected COSMEP chair. Toothpaste publishes such poets as Anselm Hollo and Robert Creeley.



Richard Morris

time visibility is as necessary as criticism, and I suspect that's what this annual article is really about."

Louis Sasso, editor of the monthly book selection journal *Choice*, incorporates reviews of small press materials into the magazine's regular subject field coverage. "Very often the only exposure small press materials get is in *Choice*. Ken McLintock, our humanities editor, is always trying to give equal time to small presses. We're primarily interested in content and how a book would fit into a typical undergraduate, liberal arts curriculum." Sasso acknowledged that space is a problem for many reviewing journals: "With so much being published, many mags can only cover the 'biggies.' "

An editor of *Library Journal*'s Book Review said the staff examines all books "in the same manner. We look for what we feel we ought to cover."

Publishers' Weekly Forecasts includes reviews of small press publications within its regular categories. "Small presses, didn't know how to work with us before, but now they have caught up with our procedures," says Barbara Jones-Diggs of the Forecasts staff. "If they send us bound galleys 12–15 weeks in advance of publication, with all pertinent information, we'll review them. Look at the record—there are more small press publications than ever."

For more consumer-oriented journals, such as *Bookviews*, small press materials can only be considered if they are available through major bookstore wholesalers. "If a consumer could only order the book by writing directly to the publisher, the book would not be considered for review," says *Bookviews* Editor-in-Chief John Baker.

Though distribution is less of a bugaboo for small presses than it was a decade ago, most set-ups still are small and decentralized. Baker & Taylor will stock small press titles if they receive three to five orders a month on a continuing basis; otherwise, books are available on a special-order plan. Ingram Book Co., often called the largest distributor to bookstores in the U.S., will soon begin handling small press titles. According to COSMEP's June *Newsletter*, Ingram will issue a quarterly catalog of independent press books and send it to 8,000 bookstores and 2,000 libraries. About 200 titles will be listed in each catalog. These catalogs will be issued more than four times a year later, if necessary.

Alex Harvey, who conducted a workshop at the COSMEP meeting on distribution, directs the Small Press Racks in Libraries Project. SPRIL sets up racks of about 25 outstanding titles donated by several presses. If librarians find that patrons want the materials, after one year libraries are expected to maintain the collection themselves by subscribing to the top 10 publications for a total outlay of about $100. For further information, write Alex Harvey, SPRIL Project, Box 76, Berkshire, MA 01224.

At a well attended workshop on "Selling to Libraries" conducted by Jackie Eubanks of Brooklyn College Library and Elliott Shore, curator of the Contemporary Culture Collection at Temple Univ. Library, Shore characterized librarians as "people who are not being *sold* books, but people who *choose* books." Eubanks pointed out, however, that selling to libraries is strictly chance at this point, because no system has been established for accessing small press materials. She exhorted the publishers to educate librarians about their output by announcing their new titles to libraries and faculty by direct mail, and to send complete publishing information to *Books in Print* and *PTLA*.[2]

[2]*Small Press Record of Books in Print* (Dustbooks, $8.95) and *Alternatives in Print: Catalog of Social Change Publications* (New Glide Publications, $8.95) represent the in-print catalogs of most small presses.

Major National and Regional Distributors for Small Presses

The Book Bus, 31 Prince St., Rochester, NY 14607.

Book People, 2940 Seventh St., Berkeley, CA 94710.

The Distributors, 702 S. Michigan, South Bend, IN 46601.

Energy Black South Distribution, 2805 Southmore, Houston, TX 77004.

Ingram Books, 347 Reedwood Dr., Nashville, TN 37217.

New England Small Press Assn., 45 Hillcrest Pl., Amherst, MA 01002.

New York State Small Press Assn., 799 Broadway, New York, NY 10003.

Plains Distribution Service, P.O.B. 3112, Fargo, ND 58102.

Select Press Book Service, 14 South St., Milford, NH 03055.

Skylo Distributors, 1100 38th Ave., Seattle, WA 98122.

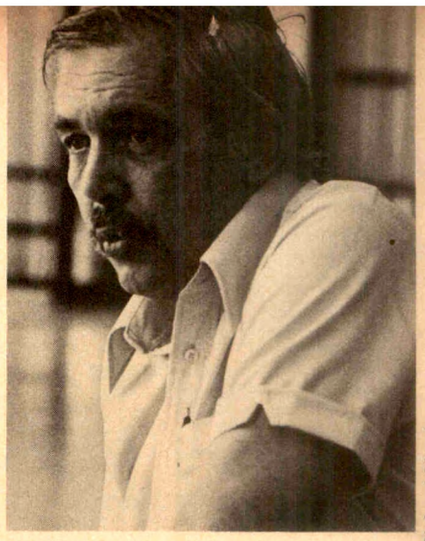
Small Press Book Club, P.O.B. 1056, Paradise, CA 95969.

Southwest Literary Express, 760 E. Chestnut St., Las Cruces, NM 88001.

Truck Distribution, P.O.B. 4544, Industrial Station, St. Paul, MN 55104.

Western Independent Publishers, P.O.B. 31249, San Francisco, CA 94131.

Women in Distribution, Box 8858, Washington, DC 20003.



Richard Morris

"In five years, librarians will want an 'alternative,' " says Curt Johnson, whose December Press books have consistently won attention in newspaper reviews but little from the library press. His most recent pub: *The Forbidden Writings of Lee Wallek: The World's Foremost Litcrit.*

Until better access is realized, small presses will continue to feel penalized. As Shore noted, "small presses don't have the money or inclination to sell books blockbuster-style in the media."

Librarians who are rankled by small presses' seeming indifference to details they consider important may not realize how many hats a typical independent publisher must wear. Most have to hold down full- or part-time jobs to keep up their pubishing ventures, where they are president, editor-in-chief, production manager, business manager, sales/promotion director, and secretary to all. Little wonder that some of them, like Michael Tarachow of Pentagram Press in Milwaukee, say, "I can't spend all my time chasing down review copies I send out to be sure I get press coverage. My aim is to publish books, push them, and make sure they're available."

Nonetheless, two of Pentagram's titles, Tom Montag's *Concern/s* and William Kloefkorn's *ludi jr*, won excellent reviews in the library press last year.

Curt Johnson, 25-year veteran of the small press scene and publisher of December Press, sees the future with a more salubrious eye: "It's not a question of getting more money, but more readers. I don't like printing 1,200 books and ending up with 1,100 in my apartment. In five years librarians will want an 'alternative' to the 98 percent schlock they're getting from New York's big trade houses, especially in belles lettres from new authors, and it won't matter how it's categorized. 'Alternative' will become an indication of quality. They'll say, 'We've *got to* look at small press stuff.' "

—Edith McCormick.

AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

Note: Entries pertaining to continuing education are compiled by Eileen Zilius of the ALA Office for Library Personnel Resources.

September

2-Dec. 16: *Seminar in Technical Services,* W. Michigan U./SL, Kalamazoo. 3 cr. hrs. WMU/SL, Kalamazoo, MI 49008 (616-383-1849).

11-Oct. 9: *Resources of the Health Sciences,* W. Michigan U./SL, Kalamazoo. 1 cr. hr. WMU/SL, Kalamazoo, MI 49008 (616-383-1849).

12: *MESH and NLM Classification,* Baltimore. Spons., Scientific L. Frederick Cancer Research Center. Fee $35 MLA mems., $52 nonmems.; 0.8 CEUs. K. Shaines, POB B, Frederick, MD 21701 (301-663-7261).

14-15: *Senators' Papers,* Washington, D.C. Political scientists, historians, archivists, & Senate staff discuss research use and disposition of senatorial papers. The Senate Historical Office, Office of the Secretary, U.S. Senate, Washington 20510 (202-224-6900).

15: *The Librarian's Role in the Legislative Process,* Fredric March Theatre, U. Wisc./Oshkosh. 0.5 CEUs. E. Schmitz, U. Wisc./DLS, Oshkosh 54901.

16-17: *Bibliotherapy/Audiovisuals/Emerging Issues in Psychiatry and Psychiatric Library,* Kansas City. Spons., Mental Health Librarians/Bibliotherapy Round Table. J. Jones, American Psychiatric Assn., 1700 18th St., N.W., Washington, D.C. 20009.

18-21: *Education and Training: Theory and Provision, With a Look at New Developments and an Example of the Challenge Confronting Information Workers in Industry,* Edinburgh, Scotland. Co-spons., FID/ED, FID/II, Aslib, et al. Limited to 50. Fee approx. $50. Aslib, Conference Organizer, 3 Belgrave Sq., London SW1X 8 PL, England.

21-23: (revised date): New Hampshire Conf. on Library and Info. Services, State House, Concord. Spkrs., WHCLIS State Ch. Emerson Greenaway & Lowell Martin. Observers welcome, but space limited. A. Duckworth, State Ln., 20 Park St., Concord, NH 03301 (603-271-2394).

23: *Public Awareness of Rural Library Services: How to Do It Creatively,* Holiday Inn (Exit 9), Rtes. I-80 & Pa. 68. C. Economous, Clarion State College/SLS Clarion, PA 16214 (814-226-6000, exts. 222 or 353).

25-27: *Federal Funding '79,* Hyatt Regency Hotel, Washington, D.C. Overview of agency grants. Fee, $195. J. J. Ekberg, Capitol Publications, 2430 Pennsylvania Ave., N.W., Washington 20037 (202-452-1600).

27-28: *The Art of Writing a Grant Proposal,* Galt House, Louisville. Spons., Kentucky LA (preconf.). Fee, $25; CEUs available. M. Rush, Law L., U. of Louisville, Louisville 40208 (502-588-6392).

28-30: Missouri LA Annual Conf., Hilton Airport Plaza Inn, Kansas City. Cont. ed. workshops. M. Lake, MLA, 402 S. Fifth St., Columbia 65201 (314-449-4627).

29: *The Elements of Statistical Sampling for Librarians,* TraveLodge Motel, Urbana. Fee, $20. E. C. Kalb, 03-655, Office of Cont. Ed., U. Illinois, 116 Illini Hall, Champaign 61820.

October

3-31: *Political and Legal Aspects of Library Support,* W. Michigan U./SL, Kalamazoo. 1 cr. hr. WMU/SL, Kalamazoo, MI 49008 (616-383-1849).

6: *Information Resources: Social Indicators,* Drexel U. Fee, $60. DU, Office of Cont. Professional Ed., 32nd and Chestnut Sts., Philadelphia 19104 (215-895-2154).

7-9: New York Book Fair, Martin Luther King H.S., 65th St. & Amsterdam Ave., NYC. Small press exhibits, forums, readings, and demons. B. Fisher (212-929-3169).

MAJOR DATES

ALA Annual Conference
Dallas — June 24–30, 1979
New York — June 29–July 5, 1980

ALA Midwinter
Washington, D.C. — Jan. 7–12, 1979
Chicago — Jan. 20–26, 1980

Executive Board
Fall Meeting — Nov. 1–2, 1978

National Library Week — Ap. 1–7, 1979

Children's Book Week — Nov. 13–19, 1978

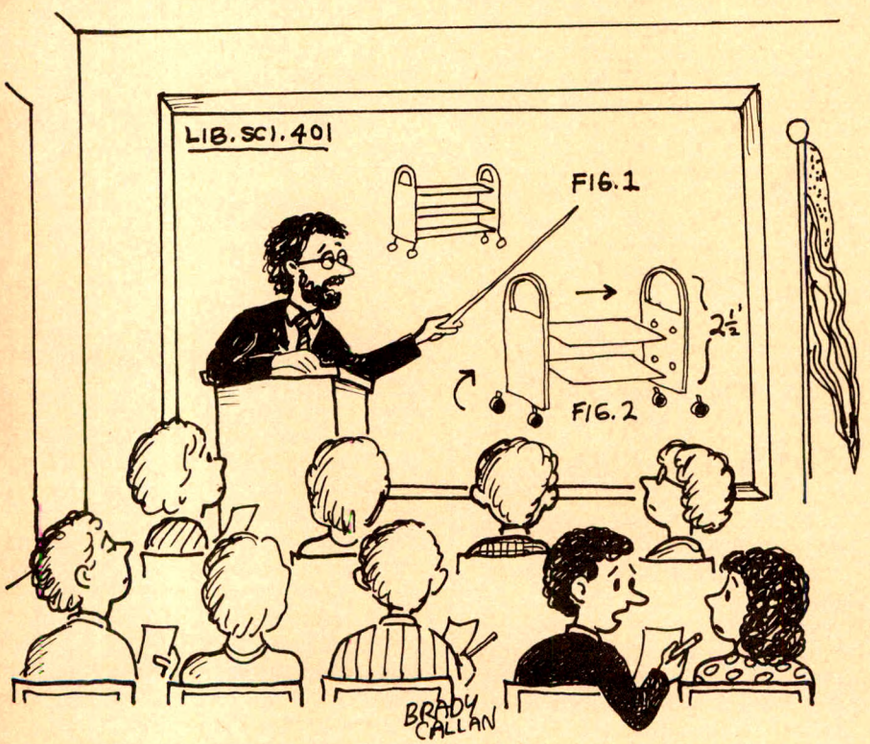
7-Nov. 4: *Library Services for the Handicapped,* W. Michigan U./SL, Kalamazoo. 1 cr. hr. WMU/SL, Kalamazoo, MI 49008 (616-383-1849).

8-13: *Educating Library Users Today: The Role of the Librarian as Teacher,* Columbia U. Educating Library Users Today —Minicourses, CU/SLS, 516 Butler L., NYC 10027 (212-280-2292).

10-13: *Going to the Sources: An Introduction to Research in Archives,* Nat. Archives Bldg., Washington, D.C. Fee, $50. E. Freivogel, Nat. Archives (NEE), Washington 20408 (202-523-3298).

12-14: Virginia Ed. Media Assn. Annual Conf., Mariner Resort Inn, Virginia Beach. K. T. Bucher, Dept. of Curriculum and Instruction, Old Dominion U., Norfolk 23508 (804-489-6318).

12-14: South Carolina LA Annual Conf.,



"Actually, I was hoping for something a little more substantive this semester."

Carolina Inn, Columbia. C. Cook Duggan, Richland County P. L., 1400 Sumter St., Columbia 29201 (803-799-9084).

13: *Teaching the Library User,* Drexel U. Fee, $55. DU/Office of Cont. Professional Ed., 32 and Chestnuts Sts., Philadelphia 19104 (215-895-2154).

16-Nov. 13: *Resources of Business and Economics,* W. Michigan U./SL, Kalamazoo. 1 cr. hr. WMU/SL, Kalamazoo, MI 49008 (616-383-1849).

18-20: Iowa LA Annual Conf., Howard Johnson Convention Center, Urbandale. J. E. Tillson, ILA, 401 Securities Bldg., Des Moines 50309.

20: *Workshop on Sexual Minorities,* King County L. Sys. Service Ctr., Seattle. Spons., Social Responsibilities Roundtable of the Washington LA. King County L. Sys., 300 Eighth Ave. N., Seattle 98109.

26-27: *Future of the Urban Main Library —A National Conference,* Chicago. Spons., Urban Libraries Council. For city library directors, trustees, and city managers. Fee, $50. Exec. Dir., ULC, 7414 Lyndover Pl., St. Louis, MO 63143.

26-27: *New Books Showcase,* Hilton, San Francisco. Spons., Baker & Taylor. T. Schribner, Baker & Taylor, 1515 Broadway, NY 10036 (212-730-7650).

26-28: National Conference of Educators and Scholars, W. Illinois Univ., Macomb. Theme: Information Avalanche, Bibliotherapy, Library Services, and Commercial Mass Media for the Millions. Fee, $14. J. W. Stein, 403 Stipes Hall, Macomb 61455 (309-298-1528).

26-29: Ontario LA Annual Conf., Holiday Inn, City Centre, London, Ont. OLA, 2397A Bloor St. W., Toronto, ON Canada M6S 1P6 (416-762-7231-2).

November

2-4: *Poetry for Children,* Leamington Hotel, Minneapolis. Spons., Midwest Modern Language Assn. C. Purifoy, Dept. of English, Ball State U., Muncie, IN 47306.

2-4: Indiana LA/Indiana Library Trustee Assn. Annual Conf., Indianapolis. J. Bowles, Public Relations, Central L., POB 211, Indianapolis 46206 (317-635-5662).

12-14: Illinois Governor's Conf. on Libraries and Info. Services, Holiday Inn East, Springfield. Observers welcome but space limited. J. Baron, Evanston P.L., 1703 Orrington, Evanston 60201 (312-475-6700).

13-14: New Mexico Conf. on Libraries and Info. Services, Santa Fe. Observers welcome. P. Agriesti, New Mexico State L., Santa Fe 87501 (505-827-2033).

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

More complete information on August–November conferences appears under appropriate date in June and July/August "Datebook" columns. To facilitate access, see "Keyword Index" under state.

September: District of Columbia, Louisiana, Minnesota, New Hampshire, North Dakota, Ohio, Virgin Islands, Wisconsin.

October: Delaware, Maryland, Montana, North Carolina, U.S. Indians, West Virginia.

November: Arizona, Arkansas, Florida, Guam, Illinois, Missouri, Nevada, New Mexico, Tennessee, Texas.

December: Connecticut, N. Mariana Is., Trust Territory.

January: Alabama.

February: Alaska, Mississippi, Puerto Rico.

March: American Samoa, California, Iowa, Kansas, Kentucky, Michigan, South Carolina, Virginia.

Spring: New Jersey.

April: Colorado, Maine, Nebraska, Rhode Island, Utah, Vermont, Washington, Wyoming.

South Dakota has not yet determined if it will hold a pre-WHCLIS meeting.

KEYWORD INDEX

Archival research	Oct. 10-13
Bibliographic instruction	Oct. 8-13
	Oct. 13
Bibliotherapy	Sept. 16-17
Bus. & econ. resources	Oct. 16-Nov. 13
Children's poetry	Nov. 2-4
Classification/subject headings	Sept. 12
Education and training	Sept. 18-21
Federal funding	Sept. 25-27
Funding & development	Oct. 3-31
Grant proposal writing	Sept. 27-28
Handicapped, services to	Oct. 7-Nov. 4
Health sciences resources	Sept. 11-Oct. 9
Illinois pre-WHCLIS	Nov. 12-14
Indiana LA	Nov. 2-4
Iowa LA	Oct. 18-20
Legislative process	Sept. 15
Missouri LA	Sept. 28-30
New books	Oct. 26-27
New Hampshire pre-WHCLIS	Sept. 21-23
New Mexico pre-WHCLIS	Nov. 13-14
New York Book Fair	Oct. 7-9
Ontario LA	Oct. 26-29
Rural library services	Sept. 23
Sexual minorities	Oct. 20
Senators' papers	Sept. 14-15
Social indicators resources	Oct. 6
Soc. of Educators & Scholars	Oct. 26-28
South Carolina LA	Oct. 12-14
Statistical sampling	Sept. 29
Technical services	Sept. 2-Dec. 16
Urban libraries	Oct. 26-27
Virginia EMA	Oct. 12-14

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THE SOURCE

edited by Susan Spaeth Cherry

ALA GENERAL NEWS

Espo, Guy Join ALA

Harold Lee Espo and Jeniece Guy are new program officers at ALA—Espo for the Association of College and Research Libraries, and Guy for the Office for Library Personnel Resources.

Espo will assist the ACRL executive secretary in project implementation and will carry out special assignments. Guy will work with the OLPR director on minority recruitment, career promotion, personnel utilization, and staff welfare.

Espo formerly was instruction/reference librarian at Cornell University. He served as administrative assistant and reference librarian at Earlham (Ind.) College, where he earned a bachelor of arts degree. He also headed the residence hall libraries at Indiana University, where he earned a master's degree in library science.

Formerly director of personnel at the Center for Research Libraries, Guy has been a job analyst in the personnel department of Chicago's Regenstein Library. She also has supervised circulation services at the Chicago Public Library.

Guy holds a bachelor's degree in history from Nebraska Wesleyan University, a master's in European history from the University of Chicago, and a master's in library science from Chicago's Rosary College.

New ALA Publications

The black experience, copyright, and reference works are explored in three new publications available from the ALA Order Department, 50 E. Huron St., Chicago, IL 60611.

Negotiating the Mainstream contains six essays with black perspectives on subjects such as education, militancy, and black culture. Edited by Harry Johnson; 232 pages; $15 (0-8389-0254-5, 77-29041).

The Copyright Dilemma publishes the proceedings of a 1977 Indiana University conference on implementing the new copyright law. Discussion topics include the role of the copyright office, the effect of new photocopying provisions on the acquisition of library materials, and the charge of the Commission on New Technological Uses (CONTU). Compiled by Herbert S. White; 212 pages; $8.50 (0-8389-0262-6, 78-5929).

Reference and Subscription Books Reviews 1976-1977 reprints 101 reviews and 249 notes and comments published by ALA's Reference and Subscription Books Review Committee. Third in a new annual series, the volume contains evaluations of materials ranging from encyclopedias to gazeteers. Prepared by 80 committee members and alumni, it features a cross section of opinion from subject and reference specialists, library school faculty members, administrators, and children's and young adult librarians. 204 pages; $11 (0-8389-3207-X; 73-159565).

Correction. Virginia Manbeck of Brooklyn P.L.'s Sunset Park branch has been elected chair of the Reference and Adult Services Division's new Council of State and Regional Groups (see July/Aug. *AL*, p. 425). David Remington chairs the Resources and Technical Services Division Council of Regional Groups.

Another Division Changes Name

ALA's Library Administration Division recently changed its name to the Library Administration and Management Association (LAMA). The change reflects the division's new emphasis on the concerns of middle library management.

A new Statistics Section has been added to the division, encompassing many of the statistics committees formerly in the Library Organization and Management Section (LOMS).

Roll Call on E.R.A. Council Vote

At the ALA Annual Conference in June, Council defeated a resolution to move ALA Headquarters to an E.R.A.-ratifying state or District. The official roll-call vote was 87-46.

Yeas: E. Albright, E. C. Au, D. Bendix, S. S. Bergman, H. Biblo, R. Bingham, R. W. Boss, V. P. Boucher, A. Bowden, D. M. Broderick, R. M. Buck, F. M. Cammack, L. D. Crowe, M. G. DeRuvo, E. M. Dickinson, K. Eaton, J. Farley, M. Freedman, T. J. Galvin, L. N. Gerhardt, J. Goodrich, R. Gross, S. Hammer, J. H. Harris, M. Hightower, N. Horrocks, C. S. Jones, E. J. Josey, N. P. Kellum-Rose, B. L. Kenney, A. Kissner, S. LeBarron, E. L. Morris, J. Morris, J. B. Robbins, N. Royal, P. G. Schuman, G. R. Shields, A. P. Shockey, N. E. Tanis, A. D. Trejo, D. H. Trottier, V. P. Whitney, A. Wilcox, J. S. Wood, E. G. Yates.

Nays: N. Baer, G. M. Bailey, C. P. Beach, J. A. Bell, H. Bennett, K. J. Bierman, G. Bobinski, J. Boisse, B. Bryan, L. T. Bulman, C. A. Bunge, B. E. Callaham, D. W. Casey, G. M. Casey, W. Chait, J. Chambers, M. K. Chelton, A. S. Clark, J. Clemons, Bro. E. Corry, P. B. Cors, C. M. Coughlin, R. L. Darling, M. A. Davis, C. R. Dunlap, W. L. Eberhart, W. L. Emerson, C. W. Field, P. N. Frame, J. E. Givens, F. J. Glazer, H. Gothberg, E. K. Guhin, H. W. Hall, F. Hatfield, E. Hayden, D. D. Hendricks, D. J. Hickey, I. B. Hoadley, A. B. Ihrig, B. Janowski, D. Johnson, D. Kaser, R. M. Kirk, N. Lesh, G. R. Lewis, R. R. McClarren, M. L. Miller, R. K. Molz, S. F. Morrison, E. M. Oboler, E. Ohm, P. L. Pfieffer, M. Phipps, R. F. Plotzke, L. C. Price, R. H. Reid, D. G. Remington, R. Rouse, R. Runyon, S. R. Salmon, F. L. Schick, P. Schommer, R. Shank, B. Sheldon, E. L. Shelkrot, E. Sloan, G. P. Slocum, J. South, P. H. Spence, E. W. Stone, P. A. Sullivan, E. C. Thompson, R. L. Tighe, J. H. Treyz, A. F. Trezza, H. W. Tuttle, R. Vainstein, A. B. Veaner, J. Wallach, F. D. Wells, P. A. White, W. L. Whitesides, S. G. Whitten, P. Woodrum, D. Wright, D. D. Young.

No response: H. W. Axford, J. Becker, E. N. Howard, E. Moon (presiding), J. A. Norsworthy, Jr., R. G. Swartz, D. C. Weber, R. Wedgeworth (secretary of the Council).

For Friends Only

What are "friends of the library" groups doing nationwide? What current ALA activities would interest them?

Questions like these are answered in *Friends of the Library National Notebook*, a four-page, quarterly newsletter published by ALA's Friends of the Library Committee, Public Relations Section, Library Administration and Management Association. Through the newsletter, LAMA will explore interest in creating a national friends organization within the division.

Subscriptions are $4 from LAMA, 50 E. Huron St., Chicago, IL 60611.

In Memory of Richards

Friends, relatives, and colleagues have donated $450 to ALA's David H. Clift Scholarship Program in memory of David Carl Richards, who died May 7. A student in the University of Minnesota library school master's program, Richards was employed in the technical services/interlibrary loan unit of Hennepin County (Minn.) Library.

Richards had a bachelor's degree from the University of Minnesota. He is survived by his parents, Edward and Helen, and his sister, Susan Ann.

The annual David H. Clift Scholarship awards $3,000 to a student beginning a graduate level library education.

UPDATE: LIBRARYLAND

Federal aid. "Understanding and Obtaining Federal Grants" will be the subject of two seminars sponsored by New York Management Center. The two-day meetings will take place in New York City, Oct. 30-31, and in Washington, D.C., Dec. 4-5. For more information, contact Heidi E. Kaplan, Dept. 14 NR, New York Management Center, 360 Lexington Ave., New York, NY 10017.

Government directories. ALA's Government Documents Round Table has issued two new publications. *The 1978 Directory of Government Documents Collections and Librarians* lists federal, state, local, and international document resources of some 2,300 U.S. libraries and more than 3,600 professionals in librarianship and related fields. $17.50 prepaid for GODORT members and $22.50 for nonmembers from the Congressional Information Service, Inc.,

7101 Wisconsin Ave., Suite 900A, Washington, DC 20014.

Municipal Government Reference Sources: Publications and Collections identifies, annotates, and provides full bibliographic data on several thousand landmark publications from 200 municipalities nationwide. $19.95 from R. R. Bowker Order Dept., P.O. Box 1807, Ann Arbor, MI 48106.

Toward standardization. The National Commission on Libraries and Information Science (NCLIS) will contribute $10,000, office space, and equipment to the Council of National Library Associations, secretariat for the American National Standards Committee Z39. NCLIS recently cosponsored a task force which recommended substantial changes in ANSC, the principal mechanism for standardization in the library and information field.

Mississippia. The Mississippi Valley Collection of Memphis State University Libraries has received a $40,000 grant from the National Endowment for the Humanities to begin surveying and cataloging its unprocessed manuscript collection, billed as the only one of its type in the world. The collection contains nearly 2 million items including rare books, letters, photographs, and sheet music documenting life on the lower Mississippi Valley from early times to the present.

Wanted: Manuscripts for an anthology on popular culture in museums, archives, and libraries. The book, which will contain about 20 articles, will be published by Bowling Green University Press in 1979. November is the deadline for submitting articles, which may be theoretical or practical. Manuscripts should be no longer than 30 pages and should focus on the period from 1900 to 2000. Send inquiries and contributions to Fred E. H. Schroeder, Humanities Professor, University of Minnesota, Duluth, MN 55812.

Name change. Sept. 1 Drexel University began calling its Graduate School of Library Science the School of Library and Information Science. The new name reflects changes made in the school and curriculum since 1949, when the name was last changed.

Research. Three $500 grants will be awarded for research in collection development use or analysis by Gaylord and Neal-Schuman, publishers of the new serial *Collection Building*. Oct. 15 is the deadline for proposals, which should include statements on the scope, methodology, time frame, and budget of the research. Send applications to Virginia H. Mathews, Director, Gaylord Professional Publications, P.O. Box 4901, Syracuse, NY 13221.

EDUCATION

Fellowship Deadlines Approach

Nov. 1 is the deadline to apply for 1979–80 fellowships from the Council on Library Resources, Inc. In past years, the Council has granted awards to applicants proposing projects that would improve their knowledge of librarianship. This year, additional awards will be given to those with projects on any aspect of the topic, "Library-Publisher Relations: An Exploration." Other topics will be chosen for special awards in future years.

The fellowships cover only costs incidental to the applicant's study program. Candidates must be librarians or professionals working with libraries.

The Council also sponsors intern programs in academic and health sciences library management. Three internships will be offered in each program for 1979–80. Participants will spend the school or calendar year working with the director and administrative staff of large academic or health sciences libraries. Applicants must be librarians

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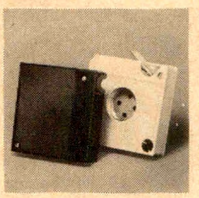

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with at least five years' professional experience by September 1979. Interns will receive stipends equal to their basic salaries and benefits up to $25,000.

The deadline is Oct. 20 for application to the academic program and Nov. 10 for the health sciences program. For applications and information on all programs, send a self-addressed envelope or mailing label to the Council on Library Resources, Inc., One Dupont Circle, Suite 620, Washington, DC 20036.

Institute Stresses Continuing Ed

July 1 the Continuing Library Education Network and Exchange (CLENE) began a year-long institute to train state library staffers, library educators, and state association representatives to plan continuing education programs. The project stresses a team approach to developing such programs for library, information, and media personnel nationwide.

Funded by the U. S. Office of Education Office of Libraries and Learning Resources, the institute will include a five-day workshop Oct. 30–Nov. 3 at the New York State Library. Participants will be nominated by state librarians and selected by CLENE staffers, who will choose 35 from 10 to 15 states. Participants will consult with CLENE and institute staff throughout the year and will attend two CLENE assemblies in January and June 1979.

Cosponsoring the institute are the Catholic University of America's Graduate Department of Library and Information Science and an advisory board of librarians and consultants.

102 Students to Benefit from Baker & Taylor's "Grassroot Grants" for State Conference Attendance

In a second burst of sesquicentennial goodwill (the first was a spectacular gala at Annual Conference), the Baker & Taylor Co. has established a $10,200 program to help library school students attend state library conventions from fall 1978 through spring 1979.

The national Grassroots Grants Program will award $100 each to two students from the 50 states and the District of Columbia. Eligible are full-time graduate or undergraduate library school students who belong to a state, regional, or national ALA Junior Members Round Table (JMRT). In choosing from eligible candidates, the state JMRTs (or state library association representatives in states with no JMRT) will be looking for professional promise, leadership ability, and participation in library association activities.

June Breland of Mississippi State University Library is national coordinator of the grant program on behalf of the coordinating ALA/JMRT Affiliates Council. Breland (Mitchell Memorial Library, POB 5408, Mississippi State, MS 39762) coordinated an Alabama-Mississippi pilot program which sent four winners to a joint conference in the spring. Chosen were Blanche Harris, Patricia Matthes, Lynette Whitlock, and Jane Arnold.

In a recent program announcement, Baker & Taylor President David Kutner and several JMRT and ALA officers looked toward greatly increased "grassroots interaction" between students and practitioners from the grants.

PUBLICATIONS FROM UNITED NATIONS

DEMOGRAPHIC YEARBOOK 1976

A comprehensive and authoritative compendium of international demographic statistics for over 200 countries or areas of the world. Annual population data cover the rural and urban breakdown of vital statistics (number of births, deaths, marriages and divorces), with additional data including death rates by cause, expectation of life, and foetal, infant and maternal mortality. Data on the economic characteristics of the population are also shown, presenting labor force participation rates by age and sex as well as cross-classifications of population by industry, occupation, status, age and sex.

This issue contains two new tables: "Selected derived measures of nuptiality and divorce", and "First marriages by detailed age of groom and detailed age of bride".

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Beyond the Master's

This summer the University of South Carolina instituted a sixth-year program for librarians who want additional education beyond the master's level but short of the doctorate degree. The 30-hour program is designed for working professionals and those who received training before computers were introduced into libraries.

Leading to specialist in librarianship certification, the program is planned for each student individually. Participants have five years to complete their courses.

For more information, write to the admissions coordinator, College of Librarianship, University of South Carolina, Columbia, SC 29208.

AALS to Award Research Grants

The Association of American Library Schools is accepting proposals for its 1978 Research Grant Program. Awards totaling $1,500 will be given to AALS members to support research in library and information science education. No grants will support work leading toward a degree or certificate.

Proposals will be judged on their methodology, research design, and appropriateness in meeting AALS goals. The researcher's qualifications and evidence that other funding sources were unavailable also will be considered.

Oct. 1 is the deadline to submit proposals, which will be forwarded to the AALS Research Committee for recommendations to the Board of Directors. Awards will be announced at the association's annual conference in January.

Send proposals to Janet Phillips, AALS executive secretary, 471 Park Lane, State College, PA 16801.

Worksheet Explains ERIC

A one-page "Worksheet on How to Use *Resources in Education*" is now available from the Association of College and Research Libraries. Designed for individual or group instruction, it uses a fill-in-the-blank format and covers only the most important information a beginning researcher needs to know.

Prepared by the Education and Behavioral Sciences Section's Committee on Bibliographic Instruction for Educators, the worksheet presupposes no previous use of the ERIC system. Free to ACRL members with a self-addressed mailing label and 30 cents postage from ACRL, ALA, 50 E. Huron St., Chicago, IL 60611. Worksheets are $1 prepaid for nonmembers. Checks should be payable to the American Library Association.

Study at a Distance

For librarians who want to learn at their own pace and eliminate hours of classroom work, San José State University offers a "study-at-a-distance" course in media management. Offered through the university's instructional technology and librarianship departments, it uses materials and ideas from the Education Resources Information Clearinghouse (ERIC) on Information Resources.

The two-unit course, designed to acquaint participants with contemporary

media management tools and techniques, is $85 (including materials and certification). For more information, write to Dr. James W. Brown, program administrator, Office of Instructional Technology, San José State University, San Jose, CA 95192.

SPECIAL SERVICES

"Chicano Film Guide" Available

A guide to 52 Mexican-American films recently was published by the Mexican American Library Project at the University of Texas. "Chicano Film Guide" lists holdings in the university library and can be useful to other institutions interested in renting or buying the films.

Compiled by library assistant Emma Gonzalez, the guide lists each film's title, language, length, distributor, and price. It also provides critical notes and other information. Available for $3 from the General Libraries, Perry-Castañeda Library, University of Texas at Austin, Austin, TX 78712.

Cheaper Reading Machine Debuts

Kurzweil reading machines for the blind may be more widely available now that a smaller, more technically advanced, less expensive model of the machine has been developed.

The new Desk Top KRM is less than a third the size of previous models (*AL*, May, p. 256), and costs $19,400, 40 percent less than the earlier $50,000. Some of the more than 100 new features and design improvements:

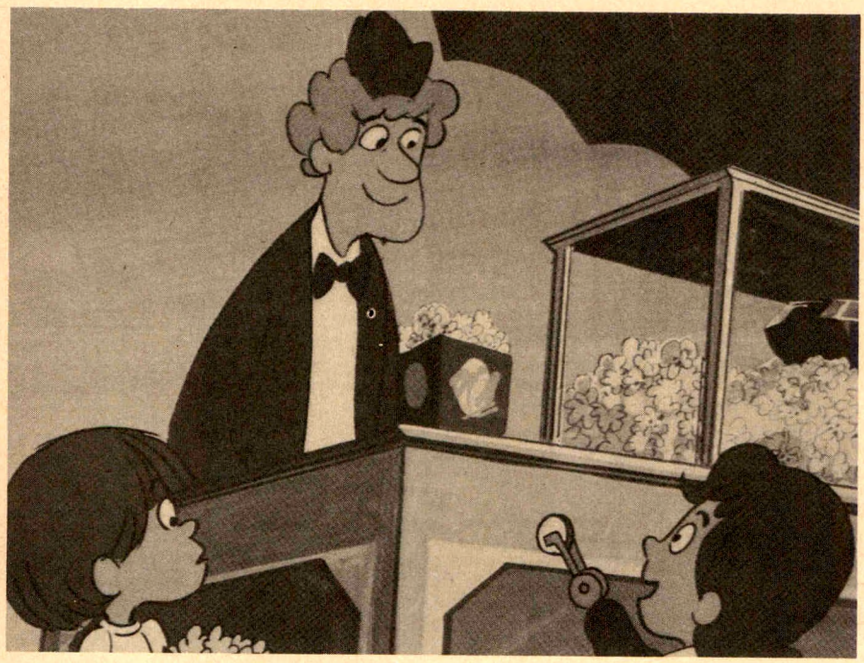
- Faster, more comprehensible and natural sounding speech;
- A hand scanning option that lets readers "browse" a page and read selectively;
- A device that translates printed material into Braille;
- Capacity for conversion into an advanced talking calculator.

The improvements stem from field tests eliciting responses from more than 500 reading machine users.

Center Focuses on Hispanics

Amid colorful posters of Puerto Rican leaders and shelves laden with Spanish novels, dictionaries, and how-to books, a small core of bilingual librarians serves a Brooklyn, N.Y., Spanish-speaking community at the Williamsburg Branch. The ground floor of the facility has been converted into El Centro Hispano de Informacion, providing job data, entertainment programs, and other services.

Open every day but Sunday, the federally funded center is intended to stimulate the Spanish community to use the library. Although it specializes in supplying job information, it plans to sponsor clubs and house exhibits. The center also will help adults who want to enroll in educational programs or learn specific skills.



Acceptance. Can a child with a prosthetic hand still buy popcorn from a vendor? Of course, says "Doing Things Together" (above), part of a 16mm sound film series, *Like You, Like Me.* Produced by Encyclopedia Britannica Educational Corp., the 10 films teach preschool and primary level students to accept the disabled. Topics include asthma, epilepsy, emotional disturbance, mental retardation, and hearing, visual, and speech impairments. Guides suggesting discussion topics, film-related activities, resources, and reading materials accompany the 6-7 minute films. Available from Britannica, 425 N. Michigan Ave., Chicago, IL 60611.

AUDIOVISUAL

Quarterly Features Film Issue

"Films in Public Libraries" is the topic of the 1978 summer issue of *Library Trends,* which sports a new cover design. With an introduction by Jerome K. Miller, assistant library professor at the University of Illinois, the issue contains essays on film service to the elderly, bibliographic control of media, licenses to videotape films, a core film collection, and other subjects.

Available for $5 from the publications office, *Library Trends,* 249 Armory, University of Illinois Graduate School of Library Science, Champaign, IL 61820. Subscriptions to the quarterly are $16 per year.

Films Now Mailed Faster

By agreement with the National Audio-Visual Association (NAVA), the U.S. Postal Service is making film delivery faster and more efficient by machining small film cases at 21 bulk mail centers nationwide. In the past, films, which were considered non-machinable, were processed by hand.

In return for Postal Service cooperation, NAVA is urging film users to lock their plastic cases before putting them in the mail. It is seeking ways to improve straps and buckles on fiber film cases and is encouraging distributors to use permanent, as well as moveable case labels.

One-Buck Booklet on Film Care

Ways to prevent and correct different types of film damage and tips on film inspection, cleaning, and storage appear in the recently published *Handbook of Motion Picture Film Care.* The booklet is first in a series to be published by Kinetronics Corp., film care products manufacturers and distributors.

Copies are $1 from Los Angeles Media Resource Service, Department MP, 6255 Sunset Blvd., Suite 609, Los Angeles, CA 90028.

Communicating by Filmstrip

Are 35mm sound filmstrips cheaper and more efficient than other types of audiovisual media?

Yes, says "A Crash Course in Audio Visual Communications," a ten-minute sound filmstrip awarded a certificate for creative excellence at the 1977 U.S. Industrial Film Festival. It discusses

types of media, describes a variety of communications problems, and suggests ways to solve them economically and effectively. Available for $10 from Dukane Corp., Audio Visual Division, Dept. SAM-624, 2900 Dukane Dr., St. Charles, IL 60174.

Mental Health on Film

The Mental Health Media Evaluation Project has published resource and evaluative guides to 16mm films on general, minority, and community mental health, aging, family relations, and problem treatment.

A Comprehensive Resource Guide to 16mm Mental Health Films contains 1,300 annotated listings of films on public mental health education. The guide features information on film content and availability, audience level, and sources. It contains key word and subject indexes and a special section listing feature and documentary films. 120 pages, paperback, $25 prepaid, $27.50 billed, from the Mental Health Media Evaluation Project, P.O. Box 1548, Springfield, VA 22151 (77-81480).

An Evaluative Guide to 16mm Mental Health Films contains 350 annotated listings of films evaluated and recommended by Mental Health Association volunteers and staff, film specialists, mental health professionals, and educators. Using the same basic format as the resource guide, it features suggestions for film use and samples of evaluators' comments. 65 pages, paperback, $15 prepaid, $17.50 billed, from the Project (77-81481).

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50 Years of Blacks in Film

This summer, libraries in St. Louis, Chicago, Detroit, Portland, Memphis, New Orleans, Denver, and Seattle featured a traveling exhibit, "Blacks in American Film." It contained 30 photographs spotlighting careers of prominent black actors and actresses during the last 50 years, including Paul Robeson, Lena Horne, and Ethel Waters.

The exhibit also featured rare artifacts, lobby cards, and posters from all-black films and productions featuring black performers. Materials came from the Academy of Motion Picture Arts and Sciences, the University of California at Los Angeles, and private collector William Spicer.

Facts at Your Fingertips

In response to thousands of queries, the American Film Institute is publishing *Factfile*, a series of reference materials on film and television. Topics include "Careers in Film and Television," "Student Film Festivals and Awards," "Guide to Classroom Use of Film," "Women and Film/Television," "Children and Film/Television," and "Film and Television Periodicals in English."

Published in a looseleaf format, *Factfile* will be updated several times a year. Each paper is $2 for AFI members, $3 for nonmembers, prepaid from the AFI National Education Services, Kennedy Center, Washington, DC 20566.

TRADE ANNOUNCEMENTS

Quick copying. A new portable, lightweight, high-speed cassette duplicator is now available from MPC Educational Systems, Inc. The device duplicates at about 5 inches per second, copying a 30-minute tape in just 10 minutes. Write to MPC, 35 Fulton St., New Haven, CT 06521.

Government documents. A 24-page, illustrated catalog available from the Congressional Information Service, Inc., describes collections of federal, state, municipal, and foreign government documents in microform and tools for access to document collections. *CIS 1978-1979 Catalog* lists the technical specifications for each microform collection. Copies are free from CIS Catalog, 7101 Wisconsin Ave., Suite 900, Washington, DC 20014.

Popular aids. "The items that librarians order most often" appear in the 1978-79 Library Bureau supplies catalog. Hundreds of aids ranging from card-catalog cabinets to cleaning equipment are listed. Free from Library Bureau, 801 Park Ave., Herkimer, NY 13350.

Film cataloging. Inforonics, Inc., recently started a new service producing typeset film catalogs at low cost. The service uses an existing data base of film descriptions and standard computer processing techniques. Write to Inforonics, Inc., 550 Newtown Rd., Littleton, MA 01460.

Video cassette exchange. Through a new service from Discotronics, Inc., popular films purchased for Beta and VHS video cassette recorders may be exchanged at minimum cost. The Video Cassette Exchange trades films such as "The Paper Chase," "Hello Dolly," and "Gentlemen Prefer Blondes." Contact Robert Edwards, Discotronics, Inc., 50 N. Main St., Cranbury, NJ 08512.

That's your bag! What has the shape of a paper shopping bag, the water resistance of a plastic bag, and the durability of a cloth bag? It's Superbag, a high density, polyethylene carrier with a square bottom and reinforced handle. The New York, Queensboro, and Brooklyn Public Libraries recently began selling the bag for $.15 to $.25. Available from Continental Extrusion Corp., 2 Endo Blvd., Garden City, Long Island 11530.

Micrographics. Information on micrographics manufacturers, dealers, distributors, consultants, service companies, and publishers appears in the 1978 *Buyer's Guide to Micrographic Equipment, Products, and Services*. The 64-page directory is free from the National Micrographics Association, Publication Sales, 8728 Colesville Rd., Silver Spring, MD 20910.

Nine seconds is all it takes to bind a few pages or an inch-thick book with the Gestetner Corp.'s new Quick-Bind model, a desk-top system that does not use spirals or metal fasteners. The unit prepares the binding edges of pages with tiny perforations, into which are fused specially prepared binding materials. Front and back covers are included in the final binding operation. The 27-pound unit is portable and can be operated by children. Literature is available from the Gestetner Corp., Gestetner Park, Yonkers, NY 10703.

Replication Is the Name of the Game

The question all librarians should be addressing is: "Where are libraries going in their pursuit of automated systems and how will users be affected?" My strong belief is that our users are best served by the development of efficient, speedy, and cost-effective library systems oriented toward user convenience rather than the exigencies of the library. This belief will not astonish anyone; however, as with all clichés or near clichés, it contains the germ of truth.

The most widely ignored law in librarianship is Mooers' Law of least effort, which states (in essence) that a user will not go through a process if the effort required is in excess of the anticipated reward. We have, fundamentally, created elitist systems. Those systems have rewarded the best and the brightest (while, incidentally, making life easier for librarians) and have not been tailored to the average or the below-average user.

Beauty

The beauty of automation, for librarian and library user alike, lies in the potential for flexible and user-responsive systems. Those systems will not require the user to understand the arcane details of librarianship and will not discriminate against the less mentally agile or the uneducated. A library should be an educating and civilizing force rather than an exclusive institution putting barriers between those users and the materials they seek. We have let our users down by perpetuating "paper-record" systems that were not adaptable to multimillion-volume collections; by retaining retrieval systems based on concepts of long ago, and by our inability to revise those systems in the light of successive technologies.

> "To librarians everywhere the choice seems simple: automate or die."

I believe, reluctantly, that even today the main driving force towards change is economic. That is, if we were living in a sound economic climate, very few libraries would be contemplating massive change in their bibliographic systems. What is driving us toward the barricades, what has made bibliographic revolutionaries of us all, is not recognition of how we have failed our users, but the harsh economic realities of the 1970s. Ranganathan said, in a different context, "Sacrifice breeds plenty," and perhaps our economic hardships will one day be seen as having created a climate of plenty for our users. Out of the economic and bibliographic wreckage of our paper-based systems can arise the attractive and effective structures of user-oriented automated systems.

The Four-Dimensional Future

What will be the nature of these systems? I foresee four aspects of cardinal importance in the years ahead:

- The transfer (replication) of systems.
- Cooperation in bibliographic standardization.
- More freedom of access to bibliographic records.
- The death of the self-contained library.

From time to time, I will be commenting on each of these aspects. For now it seems useful to focus on transfer of systems, considering the many libraries at the crossroads of automation.

If you develop your own system, you will not have a basis for future cooperation and development, you will almost certainly be stuck with obsolescent hardware and software, and you will, at best, accomplish the narrow needs of your own library, at present, without regard to the wider needs of that library and others in the future.

The second choice, that of "Waiting for Networks," is more a matter of faith than works. Libraries, like the tattered tramps in Beckett's play, wait for the unknown to save them. While they wait their users suffer and their tatters become more pronounced. What libraries need is something immediate and practical, but also forward looking. That answer lies, I believe, in the adoption and adaptation of existing library systems.

Libraries such as New York Public, the University of Chicago, and Stanford have developed online automated systems which, to one extent or another, work. Why should we go over that ground again, make the same mistakes, and fail to profit from those initiatives?

> "Out of the economic and bibliographic wreckage of our paper-based systems can arise the attractive and effective structures of user-oriented automated systems."

Opinions have differed over the question of transferring an automated system from one library to another. The spectrum ranges from the iconoclastic Ellsworth Mason, who flatly denied it could be done, to OCLC's Fred Kilgour, who claims to have done it. I am proceeding on the assumption that a successful transfer of a complete automated system from one library to another is possible and practical in economic terms. Beyond this I would argue that such transfers will be beneficial to libraries and to their users.

Almost all large libraries in this country, and many of the medium and small libraries, are contemplating the development of automated systems. Some developed systems already exist. To librarians everywhere the choice seems simple: automate or die. The question then arises, how to automate? Again the choice seems simple: develop your own homemade system or join with others in a "network." I believe these are not the only choices. Furthermore, I believe these choices confine libraries to situations fraught with problems.

Why, moreover, should we develop systems that are incompatible and uncooperative? If we do so we will not only be spending money unwisely, but also blocking the way to future developments in library cooperation.

On the other hand, we must cultivate our own gardens. We cannot wait for Mrs. A. or Mr. K. to rescue us; we need a replacement for our ruinous paper-based systems now. The most effective way to achieve that replacement is to use the practical and conceptual experience of others rather than randomly to develop isolated and inward-looking structures.

The Benefits of Transfer

What are the advantages of transferring systems? First, as always, is money. The transfer of systems has financial advantages to both the originating and receiving library. For the originating library the transfer represents some return on the money it has expended over the years to develop its system. The receiving library benefits because any transfer, no matter how expensive, is

likely to be less expensive than a home-made system.

A second advantage lies in the efficient use of scarce human resources. There are too few people available who really understand the practicalities of library automation and, at the same time, have a deep understanding of what libraries are and what they are for. Each library which develops its own system has to assemble a group of people to perform that task. In dealing with a transfer, one already has a group of people (in the originating library) who understand the system well. The receiving library has then to supply some other people who will work with those in the originating library (rather than on their own and from scratch). The two libraries will have assembled a group of people who not only know how the system works, but also know how it can be transferred from one library to another. Should the transfer be then carried on to a third or fourth library, the original teams will be invaluable in that process.

The third advantage is in the possibilities for future cooperation built on a solid foundation. Given the establishing in two, three, four, or more libraries of what is essentially the same system, one has possibilities for real cooperation. These systems can "speak" to one another; they can cooperate in building shared cataloging, interlibrary loans, and cooperative acquisitions. Most important, perhaps, they can cooperate in the development and maintenance of their systems. In this way a "network" can grow organically, based on a solid commonality of experience and a common practical basis. Instead of networks in the sky we will have networks on the ground—truly cooperative ventures grounded in reality and realistically capable of expansion, both in nature and in volume.

The accomplishment of a system transfer will bring its own rewards. The first collaboration between two large libraries in transferring a complete system from one to the other will be both difficult to accomplish and relatively costly. Once accomplished, however, that transfer will be of enormous benefit to other libraries. The next transfer of that system will build on the experience of the first and will profit from the solution of problems involved in the first transfer. If the transfer is accomplished a number of times it will become almost a routine affair, offering savings and speed to the transferees.

It must be emphasized that this idea of transfer building into cooperative ventures is not offered as an alternative to what we have. It is offered as a method of achieving what we all want—the most productive and harmonious use of our limited resources. Our "networks" today are networks in name only. Even OCLC (surely the most successful single venture in modern U.S. librarianship) remains uncertainly poised between its present achievements and its unknown future. The reason for this sorry state lies, I believe, in the fact that one needs to have something to contribute before one can cooperate. Libraries with systems that work can cooperate with other libraries that have the same or similar systems achieved by transfer. Cooperation, like charity, must begin at home. □

SELECTED RESOURCES

"Profile of Zion" provides, in a distinctive new form, panoramic pictures and explanatory text on the geology, history, vegetation, and wildlife of Zion National Park in Utah. The paneled cardboard is 16½ x 61½ inches and gives a three-dimensional effect when spread in an arc. First of a series on the Southwest, it was photographed and produced by Ron Redfern. $4.95 ($3.95 for libraries) from Unicorn Associates, 4990 Acoma St., Denver, CO 80216.

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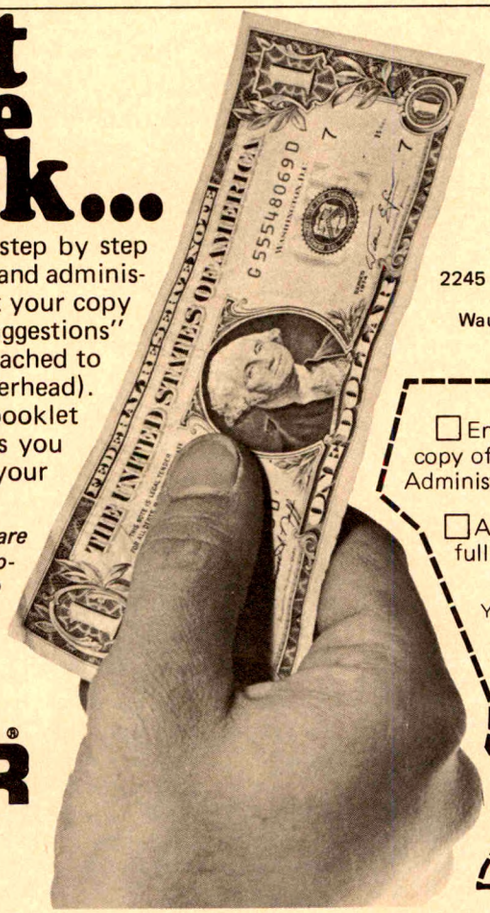

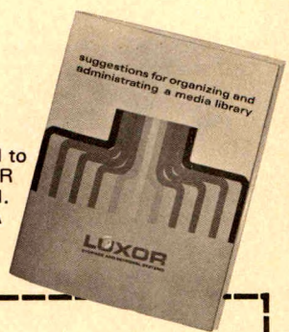

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A readers' guide to current black literature is denoted in the two new editions of *Index to Periodical Articles by and about Negroes* under a new title. Published by G. K. Hall, the *1974 Index to Periodical Articles by and About Blacks* costs $54; the 1974 *Index*, $56.

Burgeoning indexes and abstracts prompted 17,000 changes in the new, second edition of the *Chicorel Index to Abstracting and Indexing Services*. Expanding the 1974 edition by more than 70 percent, it is arranged by subject in two volumes. The index lists 50,000 entries and, says the publisher, can be used with ease by a novice. $150/set from Chicorel Library Publishing Corp., 275 Central Pk. W., New York, NY 10024.

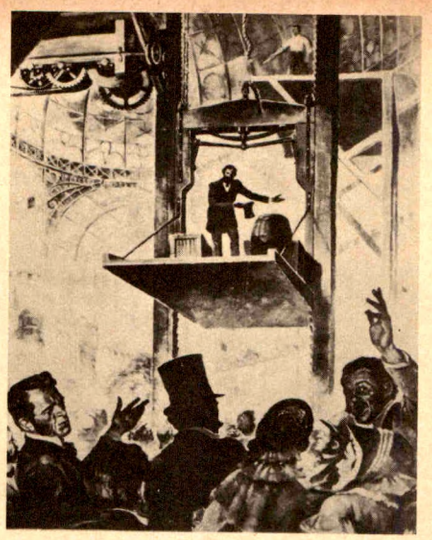
Microfiche files of *Lone Scout*, official organ of Lone Scouts of America, are available to 100 libraries for just $3 to cover postage and handling. The 142 fiches of the bulletin, published 1915-1924, record boys' interests in woodcraft and nature. Write to C. M. Lapointe, The Elbeetian Legion, Box 127, Hudson Heights, NJ 07047.

The Asian and African Section of the Association of College and Research Libraries has prepared *A Directory of Asian and African Librarians in North America*. $5 ($6 for nonmembers) with a self-addressed label to ACRL, 50 E. Huron St., Chicago, IL 60611.

Primer of Business Terms and Phrases Related to Libraries recently was published by the Library Administration and Management Association. Edited by Sherman Hayes of the Atlanta Public Library, the 19-page pamphlet lists about 150 terms. It is primarily intended for beginning librarians and students. 50 cents from Business Terms, LAMA, 50 E. Huron St., Chicago, IL 60611.

The University Desk Encyclopedia is an inch thinner and shorter by 2,000 pages than the one-volume *New Columbia Encyclopedia* published in 1975. But editors Herman Freidhoff and Ben Lenthall point to *U.D.E.*'s color pictures: "Where a chart, a table, or a diagram could tell you at a glance what it takes some other books 1,000 words to explain, we included it."

Isaac Asimov wrote on science fiction and John McHale on futurology. Betty Friedan and Eric Larabee served on the advisory board with Frederick Burkhardt, former chair of the National Commission on Libraries and Information Science. $59.95 plus postage, Gaylord in association with Elsevier Sequoia and Dutton, 0-525-93001-9.



Top hat in hand, inventor Elisha G. Otis successfully tested his 1853 safety hoister at the Crystal Palace in New York City (above). On its 125th anniversary, the Otis Elevator Company offers a free, photo-filled booklet, "Tell Me About Elevators," which traces the hoist from the days of the Pyramids to modern times. For the attractive 35-page booklet, write Communications Dept., Otis Elevator Co., 1 Farm Springs, Farmington, CT 06032.

R2D2 Fans Alert

Robotics Newsletter, a new monthly for professional and amateur droid enthusiasts, publishes articles on microprocessors, batteries, motors, sensory devices, automata theory, manipulators, biophysical analogies, and robot history. $8 a year ($4 for libraries) from International Institute for Robotics, POB 615, Pelahatchie, MS 39145.

Twice as many newsletters appear in the second edition of the *National Directory of Newsletters and Reporting Services* as in the first edition published twelve years ago. The new edition also offers broader coverage of newsletter-type publications. It is issued in four separate parts, each with some 750 numbered entries covering about 100 pages. Three cumulative indexes are supplied —subject, publisher, and title. $36 from Gale Research Co., Book Tower, Detroit, MI 48226, 0-8103-0676-X.

A new staff development directory updates the publication compiled as a handout for the 1976 ALA Annual Conference. The 34-page *Staff Development in Libraries; a Directory of Organizations and Activities, with a Staff Development Bibliography* provides information about 14 groups. $2, LAMA, 50 E. Huron St., Chicago, IL 60611.

Tender loving care for discs is the message of an eight-page free booklet available gratis from the Nashua Corporation, a disc manufacturer. Besides providing advice, "How to Give Your Disc Packs and Cartridges the Tender, Loving Care They Deserve" explains the workings of disc packs and drives in simple terms. Nashua Corp., Nashua, NH 03060.

WOMEN

Tapes by Mail

"The Narcissistic Element of Media," "Women Against the ERA," and "Sexist Attitudes" are titles of some of the 200 tapes circulating in a cassette-tape exchange sponsored by the Women in Instructional Technology group of the Association for Educational Communications and Technology.

Tapes are available on a monthly listen-and-return basis. About 200 people currently participate in the exchange. Membership is $10 from Andd Ward, 8 Blackstone Rd., Attleboro, MA 02703.

Media Course Awards

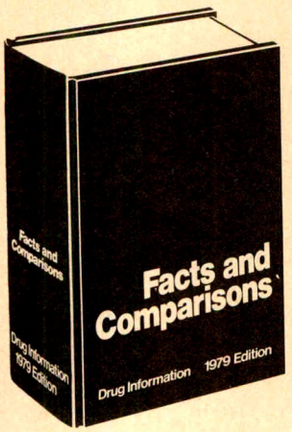
The Women's Institute for Freedom of the Press is awarding four $50 prizes a year for outstanding course proposals on women in media. Two awards will recognize ideas for courses that have not yet been taught; two others will acknowledge courses currently underway or offered in the past.

The courses may be designed for a quarter, semester, or year at any educational level. They may concern any aspect of communications, including print, broadcast, film, video, and the arts. Applicants must submit proposals by Jan. 1 and July 1 of each year.

Winning proposals will be published in *Media Report to Women*, which also will publish excerpts from entries by runners up. Apply to CONTEST, Women's Institute for Freedom of the Press, 3306 Ross Pl., N.W., Washington, DC 20008.

Report Recommends Career Center

Women librarians could benefit from a career-development center, according to a recent project report from the University of Washington's School of Librarianship and the Washington State Library. The report stems from three needs-assessment workshops attended by some 100 library directors and staffers throughout the state. Discussions focused on questions such as what library skills can be learned on the job and what competencies managers expect.



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The Source

Based on workshop responses, project leaders concluded female librarians can benefit from a clearinghouse for continuing education opportunities. Working with the Continuing Library Education Network & Exchange, it would evaluate career planning, develop internships, and support funding for career development programs, especially for librarians in the Northwest.

Information on the career development project is available from Ruth Hamilton, Consultant to the Director, School of Librarianship, University of Washington, Seattle, WA 98198, or from Charlotte Wood, 2804 Galloway, Olympia, WA 98501.

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarias, writes the notes in this column.

Automation to Accreditation: ALA Yearbook Has It All

Something for everyone appears in *The ALA Yearbook 1978*, new from ALA Publishing. Third in a series, it reports on key issues, events and people in librarianship, archives, publishing, and information science and industry.

Feature articles analyze such topics as fees for library service, preservation of materials, and library school admissions. The review section highlights many types of libraries, national and international associations, new technical developments, and current trends in administration, services, and materials.

Updates focus on timely topics, like the new copyright law and AACR 1 and 2. Reports from every state and communiqués from two foreign correspondents round out the yearbook. Add a generous sprinkling of illustrations, tables and cross-references, a detailed index, and coverage of ALA activities, and the result is a readable reference work. $35 from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (76-647548; 0-8389-0261-8).

For Library History Buffs

More than 3,200 items appear in the new *American Library History: a Bibliography*, by historians Michael H. Harris and Donald G. Davis, Jr. The citations, many of them annotated, cover topics such as historiography; sources; the book trade; library education, associations, & benefactors; and individual librarians. Author and subject indexes complete the 260-page hardbound work, which is $15.00 from the University of Texas Press, P.O. Box 7819, University Station, Austin, TX 78712 (77-25499; 0-292-70332-5).

mediatmosphere

The War Between the Stacks

by Constance J. Tiffany

Assumption: the public library is the place for information, learning, and leisure, and the substance of these activities comes in all kinds of packages.

An issue which is not directly addressed in ALA's standards for public libraries is where to put these strange-looking packages once we get them into the library. "Integration of planning and programs" is not expanded to prescribe intershelving of books and audiovisual resources. Indeed, the opposite seems to be subtly espoused. In 1975, the Public Library Association's Audiovisual Committee recommended, "The audiovisual resources should be clearly identified and located to ensure a minimum of movement of equipment and materials and a maximum of accessibility." Granted, a minimum of equipment movement is desirable. But beyond user-convenience considerations, there is no need to limit the physical movement of materials.

"Audiovisual resources should be shelved in specialized shelving units," continued the committee's recommendation. Why? How does one ensure maximum accessibility when materials are separated by form instead of content? Librarians must question how patrons look for materials, and how they will search in the future. Right now, it's a one-stop shopping age, and frustration builds each time the user is referred to a different place before getting the desired items. How can we educate our users on diverse communication forms, yet block their discovery of the alternatives?

I have been increasingly disturbed at audiovisual meetings and workshops and in conversations with colleagues to discover that librarians treat intershelving as a matter of personal preference, without giving serious thought to access implications. Comments are tossed about that mixing books and nonprint materials costs more in terms of shelving and packaging. But I have yet to see any firm cost-benefit analysis of intershelving (or don't we consider the benefits?).

Constance J. Tiffany is information librarian and audiovisual specialist at the Iowa City Public Library. She has worked in school, academic, and special libraries.

"It Won't Fit"

Audiocassettes in cardboard boxes are the size of paperback books; universal slide tray boxes that will hold two cassettes now fit standard 12-inch shelving; and videocassettes are the size of the average book. Yet I am told intershelving takes up too much space—that cassettes should be stored together in 3" x 5" file drawers.

Intershelved books and AV materials

We no longer consider shelving books by size instead of by subject. Oversized books are a headache, but we try to cram them in as closely as possible to the call number section where they belong. We use all the tricks we can dream up so they aren't overlooked. Why not do the same with other materials? Overhead transparencies, multiple filmstrip sets, and audiodiscs usually are segregated; yet some libraries, such as Salt Lake County Public's Whitmore Branch, are intershelving them with no apparent problems. Others, such as Iowa City Public Library, maintain partially segregated collections based on the way the materials are used, rather than on form. It's no different than having special browsing sections for selected fictional literature. The approach applies equally well to music discs and cassettes, and to comedy and classic 8mm films—materials scanned in the same way as fiction. Materials in all formats can be fully intershelved with books for special browsing topics.

Some items are heavily used for programs and must be available on reserve. These may be segregated, but some libraries, such as the one at the University of Wisconsin's Baraboo campus, find it possible to intershelve them. The decision to segregate or intershelve should depend on how users are most likely to find library materials they need.

Separate is Not Equal

Another argument of the anti-intershelver (sometimes affectionately referred to as the segregationist) is that materials must be repackaged for intershelving. Many media producers now package with intershelving in mind, but their market must increase before we can expect a greater trend in this direction.

If AV resources are to be integrated with total library service, why are they left out of national bibliographic data bases which support information networking? The sessions on Project Media Base (held in 1977 at the annnual conventions of the Association for Educational Communications and Technology and the American Library Association) at first indicated that a separate data bank for media would be formed. This would have been one more way to dilute our budgets with more subscriptions to more data bases. It now seems AV cataloging needs will be incorporated into an existing data base, such as MARC, OCLC, or BALLOTS. But why was the idea of a separate data bank even considered?

The reason was that most libraries either did not have the nonprint resources or did not catalog them as they did print. The academicians and research librarians who seem to be leading information networking developments seem also to be designing them for their 19th-century book warehouses, not for 20th- or 21st-century user needs. Public and school librarians have to insist that they be in on the networking action before it passes them by. Are we all in the same service or aren't we?

The major point is ultimately access. Do we really want to go back to the closed-stack libraries of the Middle Ages? Have we abandoned the concept of classification? If so, why not start saving the expense of classifying, processing, and tidying shelves for books? Why not accession everything and shelve strictly by size? I thought this country agreed that separate was not equal in 1954 (Brown vs. Board of Education). The library simply can no longer be a book place with a media place for those AV frills. It must be one total access center for the community's information, learning, and leisure needs.

LIBRARY PERSONNEL

Appointments

HAROLD BILLINGS. July 1 Billings became director of the University of Texas general libraries. Acting director since May 1977, he will serve a two-year term.

ARTHUR CURLEY. Formerly associate director for public services at the Detroit Public Library, Curley recently became the library's deputy director.

ANN B. HONEA. The new director of the Mesa Public Library in Los Alamos, N.M., Honea formerly was director of the Farmers Branch (Tex.) Public Library.

MARY K. DEWEES PIETRIS. Recently Pietris became chief of the Library of Congress' Subject Cataloging Division, where she formerly was assistant chief. She has headed cataloging at Northwestern University and has taught the subject at the University of Washington.

SAKTIDAS ROY. Recently Roy became director of libraries at SUNY/Buffalo, where he has been interim library director since June 1977.

FREDERICK H. WAGMAN. This month Wagman will become a full-time professor at the University of Michigan School of Library Science, where he previously taught part time. He recently retired as director of the university library, where he worked for 25 years.

KAY WEIDLEIN. Recently Weidlein became south regional librarian for the Seattle Public Library, where she will head nine branches. She formerly served at the Oshkosh (Wisc.) Public Library.

ALFRED L. WOODS. Aug. 1 Woods became executive secretary of the Illinois Library Association. He formerly headed the acquisitions division of the Chicago Public Library.

Retirements

MARTHA JULE BLACKSHEAR. A past president of the Alabama Library Association, Blackshear recently retired from the Alabama Public Library Service, where she served seven years.

CHARLES E. DALRYMPLE. Director of the Lincoln (Neb.) City Libraries for 29 years, Dalrymple recently retired.

MARGARET DEIGNAN. Sept. 30 Deignan will retire from a 47-year career at the Providence (R.I.) Public Library, where she was head of the circulation department, branch librarian, and chief of branches.

LAURENCE J. KIPP. The end of August marked the retirement of Kipp, who served 30 years in Harvard's Graduate School of Business Administration library.

RANSOM L. RICHARDSON. After 21 years as director of the Flint (Mich.) Public Library, Richardson retired June 30. He served as president of the Michigan Library Association in 1961, president of the Public Library Association in 1963–64, and editor of the *ALA Bulletin in* 1952–56.

Death

HOWARD M. ROWE. Former San Bernadino (Calif.) city librarian and former ALA Councilor, Rowe died June 17 at 69. He is considered the originator of his city's current library system.

CONSUMER CLASSIES

All notices relating to library employment now appear in *AL*'s new pull-out *CAREER LEADS* section.

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BACK ISSUES OF BIOLOGICAL ABSTRACTS, bound, vols. 25–47 (1951–66), for sale. Any reasonable offer will be considered. Contact: Hartford Public Library, 500 Main St., Hartford, CT 06103. (203) 525-9121.

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RAILROADS OF NORTH AMERICA - a 174 pg. comprehensive listing of American railroads (1827–1977). Nearly 10,000 railroads listed & crossreferenced. $11.50 postpaid. Joseph Gross, 2416 Spencerport Rd., Spencerport, NY 14559.

CROSS REFERENCE CARDS for school and public libraries put the Sears 11th ed. to work. 1,222 "see," "see also," and "notes" cards + 144-page manual/list with Dewey nos. only $39.95. Woods Library Publ. Co., 9159 Clifton, Evergreen Park, IL 60642.

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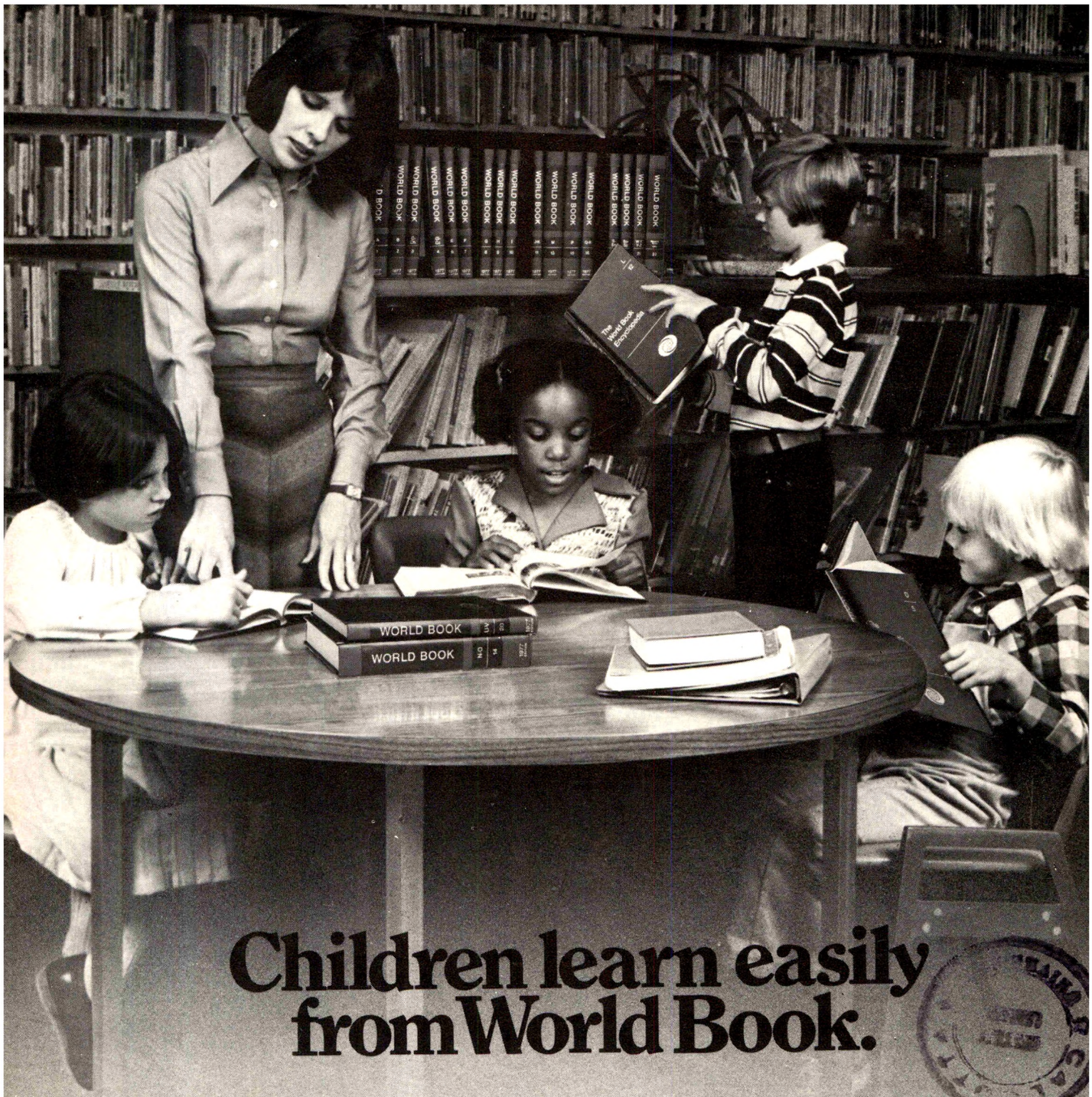

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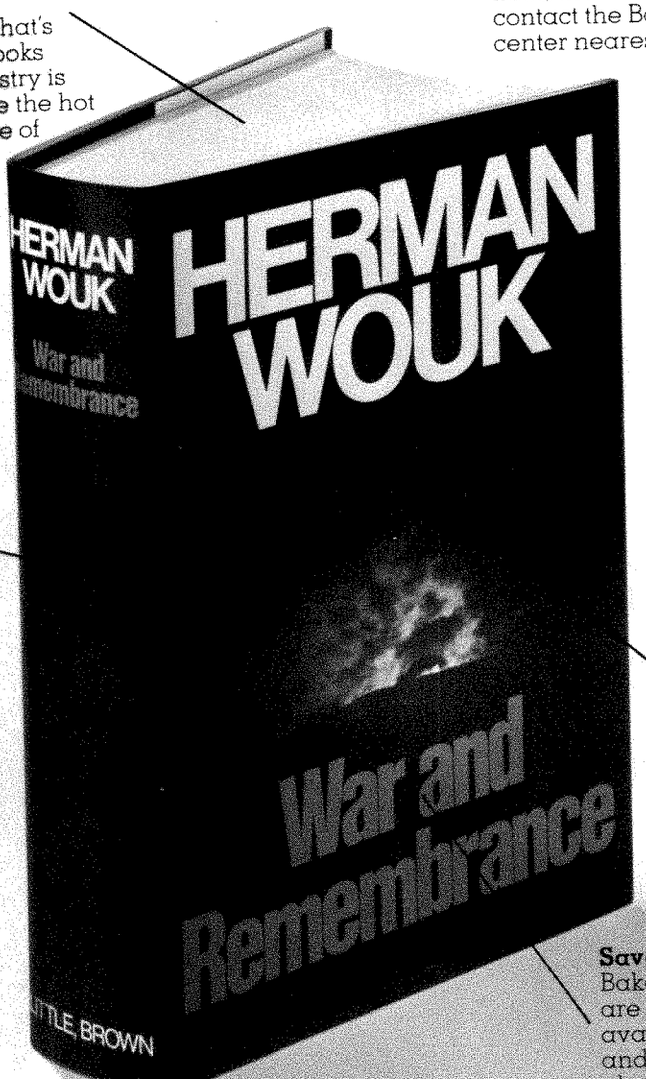

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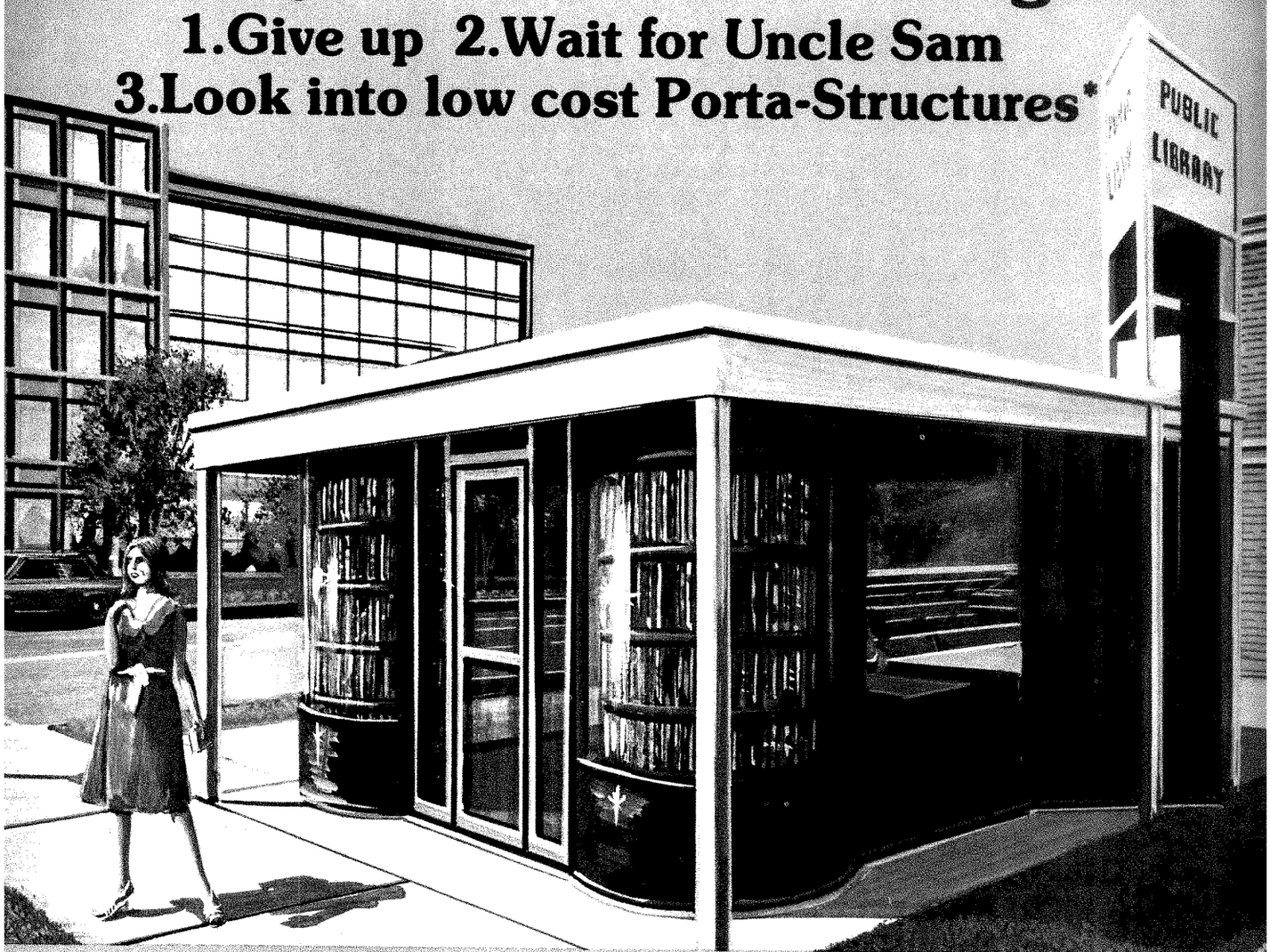

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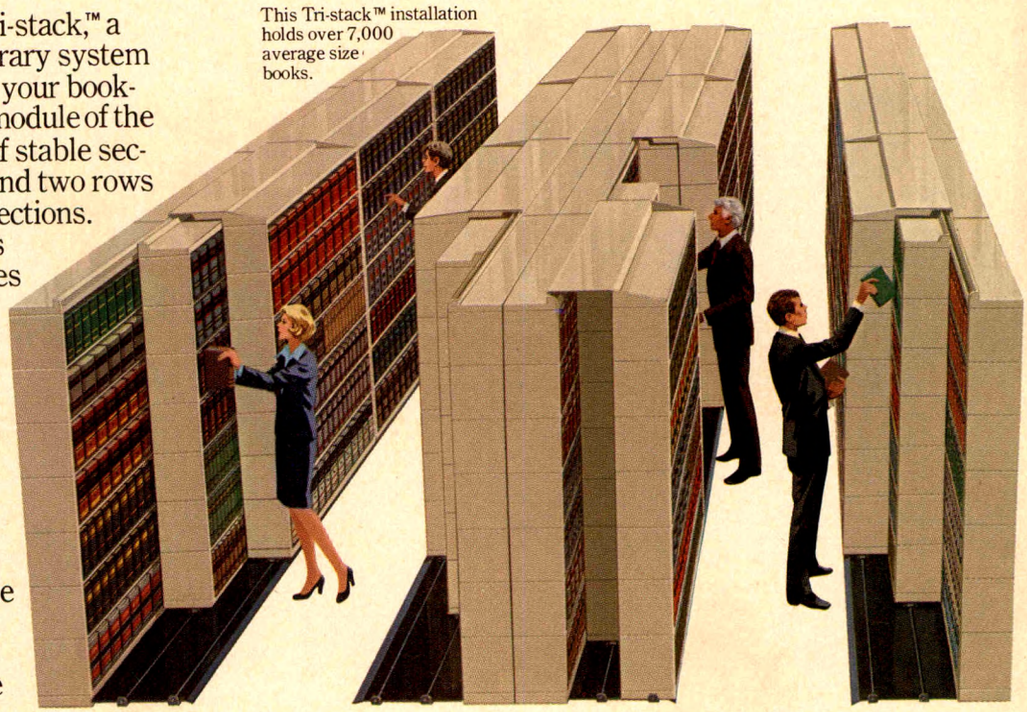

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VOL. 9, NO. 9 OCTOBER 1978

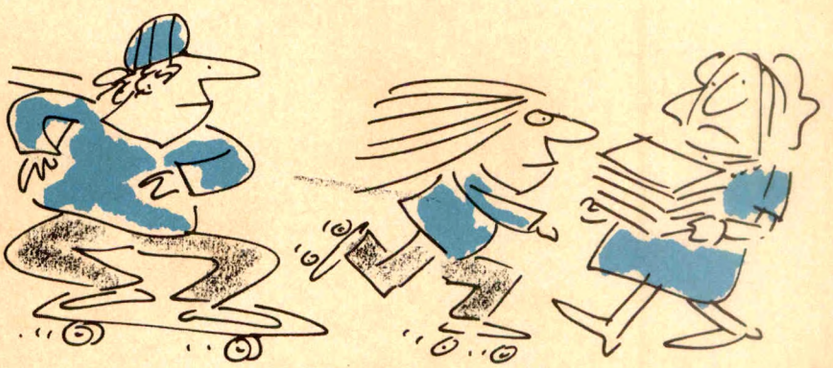
504 THE EDITOR'S PAGE ONE/ A new format for the inside slant.

506 IN THE NEWS/ The library wars in San Diego, Philadelphia, Tulsa, Washington, and Williamsburg. Special Report: "The National Periodicals Center; A Castle in the Air Gets a Blueprint."

518 LIBRARY LIFE/ A children's librarian describes a slimily successful worm race at her McClean, Va., branch.

521 MIDWINTER/ The Council spoke and Midwinter moved: to Washington, D.C., Jan. 7-12. General information and hotel reservation form.

525 COVER STORY/ "A Survivor's Tale of Service Under Siege," by Dorothy Myers. The Ortega Branch in San Francisco is one librarians know all too well.



538 AACR 2 ADVICE/ "Ten Ways to Profit from a Long Engagement," by James Thompson. The first guide in print to preparing for the *postponed* adoption of the *Anglo-American Cataloging Rules*, 2nd ed. Also featured: a glossary of contemporary cataloging terms.

543 AWARDS 1978/ *AL*'s annual roundup.

546 SCMAI REPORT/ A city council is censured in a case submitted to ALA under its Program of Action for Mediation, Arbitration, and Inquiry.

552 YOUTHREACH/ A new gathering place for readers who serve the young.

553 THE SOURCE/ Premiering Susan Martin's new column on "Managing Technological Change" (p. 560). Guest Columnist Helen J. Ackerman writes "Mediatmosphere" (p. 558).

512 WHO WE ARE
514 COMMENTARY
516 ACTION EXCHANGE
529 CAREER LEADS
544 DATEBOOK
550 PUBLISHING WORLD

Cover. Dean Vietor is a Minnesota cartoonist whose work has appeared on the cover of *The New Yorker* and in many other national publications.

THE EDITOR'S PAGE ONE

NOMINEES FOR ALA PRESIDENT-ELECT: STRONG CHOICES, BUT POOR SECRET

The 1980/81 ALA presidential candidates aren't supposed to be revealed until November; but when both contenders happen to be ALA superstars, somehow the word gets around. So that all members might have equal access to the rumor, AL verified it and prints it herewith: Alice Ihrig, long-time trustee and champion of libraries, and Peggy Sullivan, assistant commissioner of the Chicago PL, are the choices of the Nominating Committee.

FIRST RESULTS OF NEW GALLUP POLL SHOW 50% OF U.S. ADULTS FAVOR FEES

The nation's citizens are about equally divided on the question of user fees, according to a new Gallup poll to be released this month by ALA. Sponsored by a grant from Baker & Taylor, the survey will pump fresh data into White House Conference discussions and general library planning.

Among other preliminary findings viewed by AL: 43% favor increased taxes to cover rising costs; 93% believe a school library is important to their children's education; and 35% are interested in library help to improve reading skills.

LONDON EMBASSY PLAYS UPSTAIRS, DOWNSTAIRS WITH YANKEE LIBRARY

The International Communications Agency sprang Athena-like from the former U.S. Information Agency not long ago, but the ICA library in the London embassy has been bumped from its tradition-rich quarters overlooking Grosvenor Square to make way for a commerce-and-marketing exhibits area.

One of the earliest of the U.S. informational libraries abroad, the London operation was reduced 95 percent in the '60s, when 21,000 volumes went to the University of London as a public resource. It became a telephone-or-by-appointment reference service in the '70s, and, suddenly last summer, was sent to humbler space downstairs with a diminished staff. It will still try to handle some 50,000 information queries a year from those who--with all respect for the fine British collections of Americana--depend on Yankee-style reference for quick answers.

LIBRARIANS WANTED: 60-HOUR WEEK AT 19 CENTS AN HOUR

In the 1920s, when Mao Tse-tung took a library job in Peking, he was told that the reward of library work was learning and not "melons." A 1978 update in the Australian Library Journal shows that things haven't changed much. Librarians with or without degrees average 80 yuan or some $47 a month. (Food runs about 65 yuan monthly.) Library staffers work 8 to 8, six days a week, 52 weeks a year, with one melonless benefit: a two-hour lunch break.

COUNTY CLINK BARES UNCUT COLLECTION

At the Sept. 12 opening of a superb library in the nation's largest jail--Cook County Correctional Complex, Chicago--an observer whispered: "Mayor Daley would have walked out." For just behind the podium in full view of the dignitaries was a magazine rack stocked with Penthouse, Gallery, High Times, and other normally pesky periodicals. Access to "outside" reading at every level, librarians know, is a right of "inside" jail residents, most of whom are awaiting trial. Happily, no library officer will end up looking inside from the outside for fostering this principle. Mayor Michael Bilandic focused his gaze on Nation and other highbrow titles on the rack, leaving evaluation and selection policy to the experts.

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IN THE NEWS

San Diego Casualties Protest in Vain

•Librarians of the San Diego Public Library, serving the second largest city in California, are reeling from the impact of a pre-Jarvis-Gann decree. Last April, the council members, who like to call San Diego "America's Finest City," ordered an overall cut of 5% in the city budget. For some departments the cut amounted to 5% or less, but for the library it came to 15.8% or $842,000. The estimated 1977-78 operating income for the main library and 28 branches was $5,369,995. The reduction required a complete restructuring.

Layoff letters and bump ratios began appearing in July. Director L. Kenneth Wilson's staff of 286 dropped to 217 when 69 positions, from assistant city librarian to part-time library aides, were deleted. All the affected clerical employees were transferred to other offices, but only two librarians could be placed in comparable municipal jobs. "The skills of the librarians were not recognized," Wilson said. "The layoff rules were never used, so our individuals had no rights." Nineteen librarians accepted demotions.

In the restructuring, the city created positions for 17 additional nonprofessional assistants and invited librarians to fill them. Job descriptions were revamped; one librarian reported the staff was "terrorized."

On Saturday, Aug. 5, the California Library Association's Palomar Chapter sponsored an information picket at the central library on behalf of the stricken librarians (see photo). President Barbara Tillett and others publicized the inequities: some agency budgets were actually increased when the library's was cut, 65% of the city's layoffs came from the library, and with San Diego's population growing at a rate of some 60,000 per year the old staff was already overextended.

Six days later, individual librarians appealed to the San Diego Civil Service Commission. Alyce Archuleta, demoted from senior librarian to entry level at the Benjamin Branch, charged exploitation. "My salary has been reduced 9 percent, my 5-percent pay increase was cancelled . . . [my] staff cut in half, but I am expected to do the same work and more . . .

"Citywide, 32 employees were laid off, 29 of them librarians," Archuleta continued. "No other occupational group in the city suffered such heavy losses . . . The city has money, $6 million in reserve . . . There is no fiscal emergency."

Margaret Kazmer

Picketers protest recent layoffs and demotions at San Diego Public Library.

Matt Katka told the commission: "My demotion from senior librarian to librarian is costly in terms of a salary cut, career development, and self-pride . . . The Library Department's new career ladder and the bare-bones staffing discourage professional growth."

Katka's wife, Patricia, who suffered a similar demotion, asked the commission two questions: "1) Why weren't the salary savings (from the cancelled pay increase) and state money used to prevent layoffs and demotions? 2) Why did the library receive a disproportionate amount of layoffs and demotions?"

The commission made no reply.

Fallout and Fees

"From all over the state," wrote California State Librarian Ethel Crockett in August, "we have received reports of reduced hours of service, drastic cuts in or elimination altogether of the purchase of new books, termination of audiovisual and outreach services and cessation of community programing, and closure of outlets and bookmobile operations . . . The San Diego Public Library has just taken the first step away from free library service by instituting a $6 charge per library card."

Not so, San Diego City Librarian Kenneth Wilson informed *AL*. San Diego's fee-minded City Council did move to set up a $6 family user fee in its libraries in July, but the city's Financial Management Department is now analyzing the cost-benefit impact and considering alternatives.

Uniformed Workers Gain Library's Loss in Philadelphia

To comply with a city mandate that it cut its budget by $2 million, the Free Library of Philadelphia has furloughed more than 100 of its 807 city-funded employees, reduced hours at its 46 branch libraries, stopped using its two bookmobiles, and pared its book budget.

The mandate was issued after a binding arbitration panel agreed to give Philadelphia police and firefighters a 9-percent salary increase and fringe benefits in the coming year. After striking from July 14 to 21, non-uniformed city employees, including 90 percent of the library staff, agreed to accept a 7-percent raise and benefits.

The settlements escalated Philadelphia's financial responsibilities by $45 million, even though the city had no new revenue sources. As a result, all non-uniformed city departments were instructed to reduce their budgets by specific amounts.

The library chose to cut its book budget by $.5 million and to give up 16.7 percent of its city-funded staff positions. Sept. 4 some 100 employees, including 30 professionals, were "furloughed" (laid off with reinstatement rights if funds become available).

"It's an extremely painful situation for persons affected," says Library Director Keith Doms, noting branch libraries are now open only four days a week instead of five or six. "We're sorry about this. We just have to do what we can with the services that are left."

Doms says the personnel and book budgets were the only ones the library could reduce.

City officials are investigating ways

to obtain state and federal funds to restore services in all departments. Doms says officials are unlikely to raise real estate taxes in light of recent increases.

The library's situation "is not the final story" and may change, according to Doms.

"Up until now, we have always been treated fairly by the administration of Philadelphia," he observes, noting the city is reviewing the library's state of affairs.

Like its neighbor in Philadelphia, the Erie (Pa.) City and County Library is experiencing financial problems. Less than anticipated appropriations from the county government and Erie school district have left the library with a $246,000 potential deficit for 1978-79.

As a result, the library has reduced its branch hours by 33 percent, furloughed seven professionals and one other full-time employee, reduced book and periodical expenditures from $95,000 to $62,000 for the first half of the fiscal year, stopped using one of its two bookmobiles, and instituted several other economy measures. —*S.S.C.*

Prop. 13 Sentiment Blitzed By Tulsa Millage Campaign

"We won—we won our one-mill increase," caroled a delighted Pat Woodrum, director of the Tulsa City-County Library System the day after the Aug. 22 election. "What's more," she added, "we got 55.5 percent of the 75,965 votes."

The Tulsa system has been operating on a two-millage income totaling some $2 million provided by property taxes. But inflation, the lowering of property assessment ratios, and a rise in utility rates threatened a potential budget crunch. Oklahoma law permits communities to authorize up to 4 mills for libraries, but Woodrum's Assistant Director Jan Keene figured three would suffice.

To win in the wake of Proposition 13, the 18-member Citizens for the Library Committee left no stones unturned. In just over two months, the citizens:

- raised $10,000 for campaign funds.
- surveyed 398 persons to learn voter attitudes.
- mailed 9,000 postcards urging "Say yes to your libraries!"
- distributed 9,500 flyers, 1,500 posters, and 80 yard signs.
- put 175,000 brochures in water bills, bank statements, and other mailings.
- telephoned 15,000 registered voters.
- placed 20,000 bookmarks in books.
- inspired 14 public service radio and TV programs.
- produced 18 radio and TV spots.
- collected 900 signatures for full-page endorsement ads in eight newspapers.
- sent speakers to 38 organizations.
- solicited 13 celebrity letters from former Tulsans and Oklahomans including Tony Randall, Maria Tallchief, and Daniel Boorstin, urging citizens to vote yes.

U.S. Denies Work Permits to Briton After Controversial Academic Appointment

On Aug. 14 the U.S. Department of Labor informed the College of William and Mary it could not import British librarian Clifford Currie to head the Earl Gregg Swem Library. Until the *Washington Post* reported the story 10 days later, few people outside Virginia were aware of any controversy over the appointment.

At the college, founded in colonial Williamsurg in 1693 and now a state university with some 7,000 students, no one is eager to discuss the affair. Even before Currie's appointment was announced last February, his candidacy split the library staff and the wound still festers, causing bitter feeling within the library and between librarians and faculty members.

The appointment came after the search committee weeded through some 140 applications, narrowed them to 40 and finally to 10 contenders, who were interviewed on campus. Clifford Currie was first choice among three finalists recommended by the committee. The only librarian on the committee did not favor him.

Unusual qualifications

Currie's resume appears impeccable. At 59, he holds degrees from London University and Cambridge, and he has studied at Harvard. From 1946 to 1959 he served at public libraries in England, then spent 10 years at the Imperial College of Science and Technology in London. After three years as executive director of the Canadian Library Association in Ottawa, he became head of the Ashmolean Library at Oxford in 1972. He is described as unusual, talented, able. "No more than 10 to 20 people in this country can match his qualifications —and they wouldn't move to Williamsburg," an off-campus observer told *AL*.

With the understanding that the college had only to cite Currie's qualifica-

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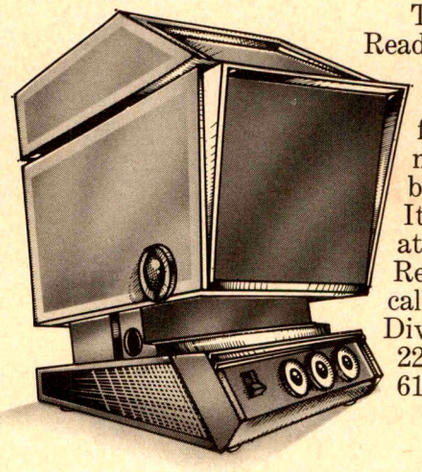

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tions to the Labor Department, William and Mary appointed him head librarian. He resigned his job at Oxford and visited Williamsburg in July to help select an associate librarian. (John Duncan Haskell, Jr., has accepted that position effective Oct. 16.) Currie himself planned to assume his duties Oct. 1.

From the very beginning a majority of the 17 librarians at Swem preferred another candidate. They complained to the college provost, president, and board of visitors (trustees) but were overruled. Then, even before William and Mary asked for Currie's official work permit, the librarians wrote and telephoned their opposition to the Labor Department.

In specific cases, the department has been known to waive the regulations on hiring aliens. In this case, it did not. Certifying officer Richard Panati explained, "The university failed to demonstrate that they were unable to hire a qualified U.S. worker for the position."

Provost George H. Healy declared: "We would never try to argue that there are not qualified citizens." However, Healy feels the library is "a significant academic division of the school," and the issue is one of "academic and professional excellence." Early in September Healy told *AL* the college is working to reverse the Labor Department decision "in every way it can."

Technology vs. public service

Why do the librarians oppose Currie? One concerned observer who prefers anonymity told *AL* the opposition was mounted by library technocrats who fought Currie's public-service orientation. Although Currie had helped introduce automation to British libraries in the '60s, his recent work at the Ashmolean has not involved computers.

A Swem staffer agreed; the opposing librarians believe Currie is not up to date in modern technology. The staffer reported the dispute has become a political football with long-lasting implications. The faculty and administration are angry with the librarians for embarrassing the college.

For some years, William and Mary librarians have been working toward full faculty status. They now have equal rank, but some librarians fear their attempts to win tenure and equal pay have been set back at least a decade.

—*L.R.P.*

Library of Congress Braces For 5% Budget Slash

Misery was provided additional company recently, as House and Senate conferees joined the chorus of fiscal conservatism by dealing their own branch of government a five-percent budget cut.

The legislative branch appropriations conference report 95-1459, awaiting final Senate approval, dealt the Library of Congress a blow similar to those being suffered by many libraries in California. The five percent or $8.7 million cut has brought about a reassessment of present programs and their future growth. According to Adoreen McCormick, LC's legislative liaison officer, the library administration is committed to serving all of its constituencies as near to the present level as possible.

Presumably in an attempt to forestall significant program cuts or publicity-oriented moves such as curtailing hours of service, the conferees stipulated that no cuts be made in MARC or other bibliographic services to libraries, hours of operation, books for the blind and handicapped, the copyright program, or other services to the public, ". . . until maximum reductions are made in nonessential library services such as excessive overhead in the Librarian's immediate office and the office of the director of Congressional Research Service and maximum efforts are made to reduce

Grant Deadlines Advanced

The U. S. Office of Education advises librarians applying for grants awarded for USOE programs to check deadlines listed in the Aug. 23 *Federal Register*. Many closing dates have been moved up: the College Library Resources Program, for example, moved its deadline from Feb. 21 for the past fiscal year to Nov. 6 for the next.

duplication, overlap, and waste in Library programs."

The one bright spot on the horizon is that come next year's pursuit, the original $174 million figure, rather than the pared-down $165 million outlay, will serve as the budget base.

State Librarian Raps ALA For Midwinter Date Switch

When the ALA Council voted last June to move the 1979 Midwinter Meeting out of Chicago to a site more favorable to the Equal Rights Amendment, Executive Director Robert Wedgeworth advised that a change can be costly and inconvenient to members. But by a vote of 57-51, the Council proceeded to ask ALA staff to explore the possibilities in Washington, D.C.

After investigating 12 sites, Conference Arrangements Director Chris Hoy discovered that the necessary 2,400 sleeping rooms, 100 meeting rooms, and 70,000 square feet for offices, exhibits, and placement center could be found only in Washington during the period Jan. 5-12. In a conference call July 17, the Executive Board approved the Washington site and dates.

The new dates "hit me like a thunderbolt," Alabama State Librarian Anthony Miele wrote Wedgeworth Aug. 18, with copies to the press. "Alabama's governor's conference is scheduled for Jan. 7-9, right in the middle . . . of ALA Midwinter," he pointed out.

Miele, who has previously expressed a minority opinion on ALA's support of E.R.A., did not object to changing the Midwinter location. "But I do feel that ALA was negligent and irresponsible in changing the date. . . . As librarians, we all have a deep concern and commitment to the success of all the governor's conferences which will ultimately determine the success of the White House Conference," he wrote.

The date change deprives Alabama of its keynote speaker, Deputy Librarian of Congress William Welsh, and presumably ALA President Russell Shank as well as two Alabama councilors.

"It boils down to a very, very few making a decision for the 35,000+ members of ALA. On issues such as this, the entire membership must have an opportunity to vote," Miele argued.

"I feel it absolutely necessary that you and the library community be aware of some of the serious havoc being caused by an irrational and irresponsible decision brought about by a small percentage of the Association," concluded Miele.

HEW Eases Access Rules For Small Libraries

"In all programs and activities financed by federal dollars, handicapped individuals must be given an equal opportunity to participate," Secretary of Health, Education, and Welfare Joseph Califano proclaimed after Section 504 of the Rehabilitation Act of 1973 became effective last year. On Aug. 6 he clarified the regulations for small institutions, citing a problem presented by the Rudd (Iowa) Public Library.

Rudd Librarian Joyce Navratil protested last year when an Iowa State Library consultant told her Rudd would have to build a $6,500 ramp for the handicapped or lose federal revenue-sharing funds. Why should the taxpayers have to spend money for a ramp, she asked, when all of Rudd's 429 residents are able to climb the three low steps at the entrance to the one-room library?

"For us to have to spend even $6,500 to make this library accessible to the handicapped who don't even exist in our town is ridiculous," Navratil wrote her legislator, Rep. Charles Grassley (R). "It makes me sick. We think in terms of hundreds, not thousands," she pointed out. "The only alternative is to close the library to the entire community."

In response, Califano pointed out that rural libraries, daycare centers, and similar small facilities "have flexibility in the ways they achieve compliance" with the accessibility requirement. A small library like Rudd, he suggested, "can be brought into compliance by installation of a simple wooden ramp, by use of a bookmobile, by special messenger service or clerical aid, or by any other means that makes the resources of the library available to a handicapped person."

Navratil told *AL* Califano's statement makes it easy for Rudd to comply, "as long as we take books to people." For her, she added, "it's not out of my way to deliver books on my way home; I know everyone in town."

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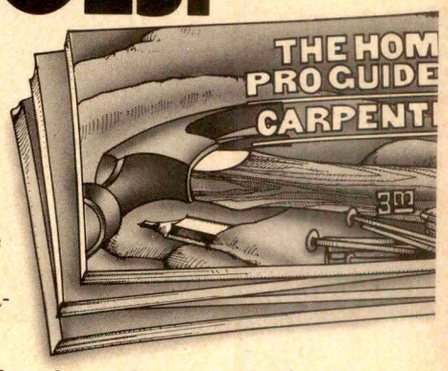

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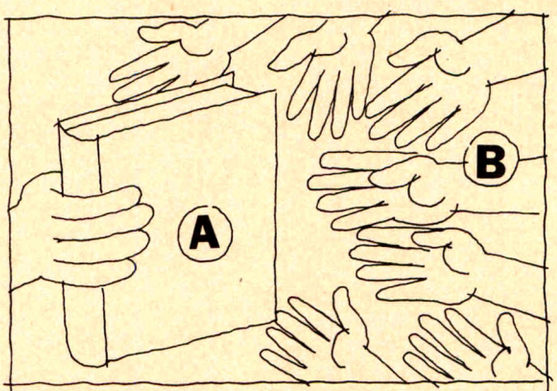

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Special Report

The National Periodicals Center: A Castle in the Air Gets a Blueprint

Whenever nightmares of gargantuan serials costs have abated, librarians have dreamed of a magical periodicals kingdom in the sky, a place where one can ask for any part of any journal and have it within a day, copyright fees settled and nothing to return.

That dream, of course, has been on behalf of the nation's readers and researchers, who want the latest article on whatever and want it fast—never mind how, where, or why.

Last year, out of these library dreams came *Effective Access to Periodical Literature* (Washington, National Commission on Libraries and Information Science, 1977), which proposed a periodicals center for the United States and recommended the Library of Congress as the agency to develop, manage, and operate such a center. Not all were happy with the choice of LC (*AL*, June 1977, pp. 287–88), but the proposal gathered momentum and moved into a second important phase when LC asked the Council on Library Resources, Inc., to prepare a "technical development plan." The plan was to be flexible enough for use by any agency designated to establish a major periodicals facility.

With funding from several foundations, a CLR project team headed by C. Lee Jones of Columbia University completed a detailed plan by August 1978. CLR President Warren J. Haas described it as "a document for consideration, to be refined if necessary and used without delay to help turn the aspirations long held by librarians and users of libraries into accomplishment."

The 272-page document, *A National Periodicals Center Technical Development Plan* (Washington, CLR, 1978) is now available on request from the Library of Congress Information Office (*not* from CLR), Washington, DC 20540.

Highlights of the Plan

Envisioned by the planners is a $6.5 million, 130,000-square-foot facility with an initial collection of some 36,000 titles —eventually to grow to more than 60,000. (Roughly 200,000 titles are now published.) The collection would cover all subject areas except clinical medicine. With a total operating budget of about $20 million in its first five years, the National Periodicals Center (NPC) would gear up its systems to offer access to every library in the United States.

An average transaction would go like this: A library, with a deposit account and access to the NPC's "finding tool," uses a key title and ISSN to transmit its request. From a microfiche master of the title requested, the center makes a paper photocopy and ships it to the library first-class in a plastic wrapper. Turnaround time between receipt and shipment of the request: 24 hours, perhaps less if the request is in an electronic form and receipt, verification, and forwarding to "fill site" can be done by machine. For items not in the center's collection, the system would transmit requests to appropriate "referral sites" developed in coordination with the NPC program. Customers would also have the option of facsimile transmission at a higher cost.

Fees

The NPC would be funded by user fees and a federal subsidy which would decline as use increases. The price schedule for services would take into account the copyright status of a particular item, its age, and the frequency with which it is requested. The total fee would include legally required copyright fees or possible "sales" fees under NPC's proposed role as a "service and fulfillment outlet" for certain publishers. In this role, the center might provide a back-issue microform service, a sales service of copyrighted articles, an outlet for on-demand publishing, and so on.

Somehow, these new and imaginative "broker" services would be designed to balance the publisher's need for income with the library's interest in fast access. A publishers' copyright clearinghouse, according to one CLR spokesperson, could coexist with the NPC.

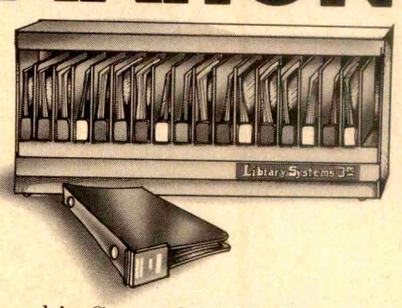
The Universal Serials and Book Exchange, which stocks some 40,000 titles, would not only coexist, but would have a role in the NPC system, according to a statement by planner C. Lee Jones. USBE will supply recent issues of heavily used titles and fill gaps in referral-library collections.

Who Runs It?

Working on the assumption that a "formal prescriptive centralized agency charged with operating a single hierar-

(Continued on p. 523)

INFORMATION A LA CARTE.



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Caroline Feller Bauer:
Has She Got a Story for You!

Art Plotnik

If Caroline Feller Bauer were telling this little story about herself, there is no way on earth it wouldn't catch your interest. ALA's best-selling author of 1978 would have at least three trunkfuls of the craftiest props imaginable to make her profile come alive. She'd be running at you, around you, changing costumes with the flick of a snap, tossing one-liners, and, in general, sizzling with the style that has made her Libraryland's most sought-after performer and educator in storytelling.

Caroline has a library degree, a Ph.D. in speech, and one overriding mission in life: to turn kids on to books and literature. With myriad skills related to this purpose, she has had broadest impact as a radio/television producer and performer and as a master of inventive crafts through which to promote books. Her *Handbook for Storytellers*, which also treats the use of film, music, puppets, and magic, has sold some 12,000 copies in its first year, and orders are coming in at 500 a month. ALA now plans to produce a videotape of the Bauer storytelling spectacular for distribution to those who have been thus far deprived—or who want more—of her talents.

Caroline says she will do anything to promote a story, however wild and wacky it may seem. And watching her at her wackiest, one might not believe she has taught a dozen years at the university level, culminating in an associate professorship at the University of Oregon School of Librarianship.

She served as a librarian in New York City and Colorado another eight years, and since 1972 has produced and performed "Caroline's Corner," a weekly storytelling program for public television. She has written four other books, numerous articles, and put on workshops as far away as Saudi Arabia.

Married, with a nine-year-old daughter, Caroline still finds the time and energy to excel in skiing, swimming, skating, tennis, kayaking, and cooking.

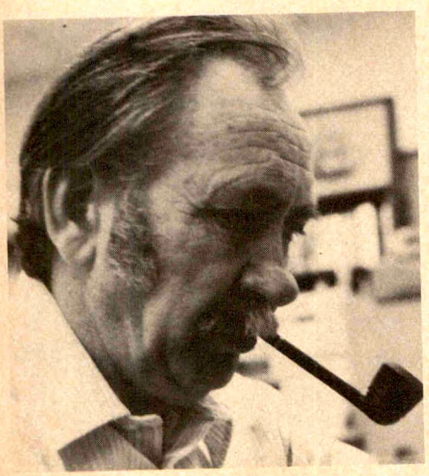
Not everyone can approach life with such intensity, but Caroline urges her fellow librarians to give their all in turning kids on.

"I never want you to wear anything that doesn't have to do with books," she told her audience at a recent workshop. To underscore the point, she snapped on one of about 20 book-theme outfits she'd crafted and brought along, and there was no way on earth her message wouldn't stick like a story well told. □

Daniel J. Peacock:
Librarian of 3 Million Wet Square Miles

Unsung heroes in the American library world appear in unexpected places. One example is Daniel J. Peacock, librarian on the island of Saipan, 6,000 miles from the nearest U.S. mainland library. Peacock is supervisor of library services for the Trust Territory of the Pacific Islands (TT for short), 2,203 Micronesian islands under U.S. government supervision.

Library service was practically nonexistent in the islands before Peacock took his present post in 1964. Today the 90 inhabited islands contain 86 libraries in administrative headquarters, schools, and communities spanning 3 million square miles. Peacock must travel as far as 2,000 miles from his Saipan headquarters to visit them.



Born and reared in Indiana, Peacock got his first taste of TT from 1953 to 1958, when he held the U.S. civil service post of education specialist and administrator in the Palau district. After returning to his homeland to earn a library science degree at Drexel University, he became teacher-librarian at TT's first high school on the island of Ponape. His students now are among the territory's top political leaders.

Innumerable tasks faced Peacock when he became supervisor of library services. TT's officials, many of whom shared Peacock's office building, needed a diversified collection of books, periodicals, newspapers, and maps. New schools needed print and nonprint library materials and equipment of all kinds. Politicians and TT residents wanted public libraries, and demand was high for librarians or anyone with the slightest inclination to do library work.

Meeting TT's library needs was difficult in early years, but increased library funding and aid from Peace Corps volunteers eventually achieved results. Peacock supervised programs which sent Micronesian apprentices to Hawaii and the mainland for library science workshops and training courses. Today, Micronesians run their own libraries, although few islanders have graduate library degrees.

Through the years, Peacock has become familiar with the Pacific Islands' extensive bibliography. He can speak with authority about the landmark books and other publications issued in Oceania for more than a century. He is equally familiar with the many new publications of Fiji, Australia, Papua-New Guinea, Tarawa, Hawaii, Micronesia, and other Pacific islands.

Despite his achievements, Peacock's work is just beginning. His job description requires him to work toward creating a TT archive, expanding a substantial collection of historical photographs for educators and librarians, and initiating programs to promote better reading opportunities for English- and non-English-speaking Micronesians.—*From a report by Clarence Gorchels, library director, Oregon College of Education.*

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COMMENTARY

CALL FOR PRECIS ADOPTION.

I was dismayed to read Michael Gorman's comments about LC's unpersuasive and inconclusive testings of PRECIS as an alternative to LC subject headings for U.S. libraries (*AL*, March, p. 162). LC concluded that implementation of PRECIS would be costly and the demand for its adoption in the U.S. library community small.

I am quite sure that, apart from the financial costs in this kind of operation, a great deal of apathy and/or antipathy (i.e., psychological costs) are also involved in LC's calculation. In the U.S. individual libraries have little choice in adopting and implementing innovations without LC's aegis. Moreover, as parties to a centralized cataloging system these libraries rely heavily on LC's judgment, initiative, and direction.

Librarians (especially catalogers) may be overwhelmed and often perplexed in trying to keep abreast of the many changes which have taken place in the last few years. AACR II will bring many problems and prospects. But the *raison d'etre* for accepting these changes is the ultimate achievement of Universal Bibliographic Control (UBC). Acceptance of ISBD program of IFLA has created compatible descriptive cataloging records, which have facilitated international exchange of information. These changes are costly at all levels. Nevertheless, they have been accepted and implemented for obvious benefits.

Subject headings are an integral part of cataloging. The purpose of a subject heading is to represent the subject content or "aboutness" of a publication. Therefore, representation of a universally accepted subject heading in the catalog record will be a major step forward toward UBC principles, and it will also augment the developments, ranging from resource sharing to Universal Availability of Publications (UAP).

Unhappiness with LC subject headings is quite common. In many cases its approach and application appear to be arbitrary, inconsistent, illogical, and even biased both to librarians and the public. LC's constant changes in terminology (e.g., TEXTILE INDUSTRY AND FABRICS split into two: 1. TEXTILE INDUSTRY. 2. TEXTILE FABRICS) and structure (e.g., local subdivision practice: "Direct" was abandoned in favor of "Indirect"—*see Cataloging Service*, Bulletin 120, Winter 1977, LC) have made catalog control a costly affair. . . .

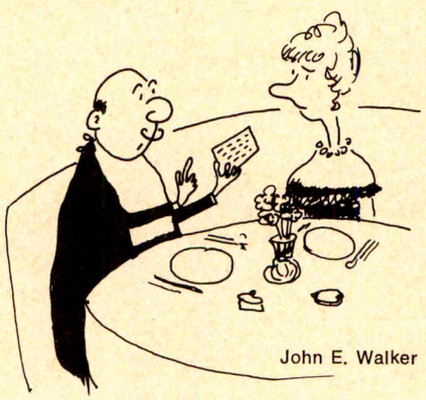
Since the application of IFLA's ISBD programs has already facilitated the identification of the elements of descriptive cataloging at the international level, it may equally be hoped that acceptance of PRECIS (not for acceptance's sake, but for its excellent reference structure, systematic vocabulary control system, logical foundation, and finally for its usefulness) will generate an internationally accepted comprehensive cataloging (IACC). Such an achievement would be of immense value both to the library and to the public.

In view of this expectation, LC should make a more serious and honest attempt to test PRECIS as an alternative to LC subject headings. It is hoped that once PRECIS is accepted by LC, other U.S. libraries will follow. Through such a transformation of the subject headings approach, we will reap the benefits of its universal acceptance and application.

AMAR K. LAHIRI
Univ. of Rhode Island Library, Kingston

MICROFICHE SNOBBERY DENIED.

I appreciate Mr. Nielsen's explication of the word *fiche* as in microfiche (*AL*, Sept., p. 462) and approve his insistence of the use of the added s in the plural, as in French practice. He is, however, on less sure ground in suggesting that the pronunciation be anglicized.



"It's a naive domestic fiche without any breeding, but I think you'll be amused by its presumption."

There is certainly less confusion in giving a new word a distinct pronunciation to differentiate it from other existing words. The pronunciation "feesh" is distinctive, more attractive than "fish", and culturally sound. We do not say horses ovaries for hors d'oeuvres.

It is no more pseudo-intellectual to say "feesh" than it is anti-intellectual to say "fish." So I say up with feesh and down with fish unless you happen to be a fish-person.

STAN SHEPARD
Univ. of Idaho Library, Moscow

ENIGMATIC ATTACHMENT.

In regard to your comment on "Page One" (*AL*, July/August, p. 400) about the Chelsea High School case, you attach the High School of the City of Chelsea, Mass., to the City of Boston, Mass., as "Boston's Chelsea High School."

Boston and Chelsea are two distinctly separate cities, neither having any jurisdiction over the other. They have never been anything else ever since their separate foundings as independent cities.

Throughout your coverage of this unfortunate incident, you have persisted in annexing Chelsea to Boston.

Why?

MARTHA C. ENGLE
Retired Librarian, Boston P.L.

Only our analyst knows.—Ed.

CONCEALING POVERTY.

Peggy Sullivan, author of "The Ethics (Yes, There Are Some) of Exhibit-Going," has given AL permission to reprint this letter.

AMEN to your terrific article in the June issue of *American Libraries*, pp. 362–63. Had I read something like that seven years ago before attending my first ALA conference, I might have been better prepared for dealing with exhibitors.

Being a librarian in a Catholic elementary school was about as severe a handicap as being a student when it came to being well received by exhibitors—unless, that is, you were young, good looking, and appeared willing.

Ever since that first disastrous convention experience I have been an avid proponent of library schools offering a course in convention terminology and behavior. Your article is the first thing I have seen in print on the subject.

This conference will be number six for me, and I am now an "old pro," having accumulated over the years a thicker hide and many devious methods to conceal my lowly, poverty-stricken identity from those exhibitors to whom only money and position seem to speak.

I enjoy attending the ALA conference now that I've learned the ropes and consider it most rewarding professionally, but I must admit that the first one just about became my last.

JEAN N. RICHARDSON
Etienne de Bore Elem. School, New Orleans

MOTHER/LIBRARIAN CHEERS.

This letter was sent to Janet Williams, author of "Librarian/Working Mother."

Hurray for you! I read and cheered your article on librarians and working mothers in the September *AL* (pp. 469–70, 477). Being one myself, I had a personal and professional interest in your insightful topic. As program coordinator of a midwestern public library with a large clientele of career women with children, it was imperative that we begin doing programs geared to their interests—choosing child care outside the home, discovering job skills, etc.

Our programs were geared for the general working mother, but your article was the first I've seen which dealt with our own personal working situation.

CHARLAINE EZELL
Daniel Boone Reg. Library, Columbia, Mo.

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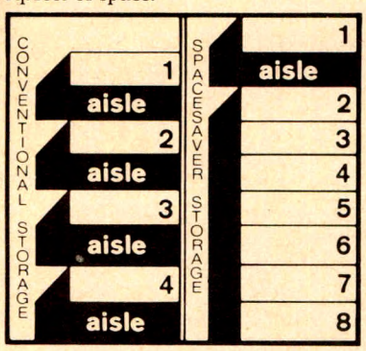

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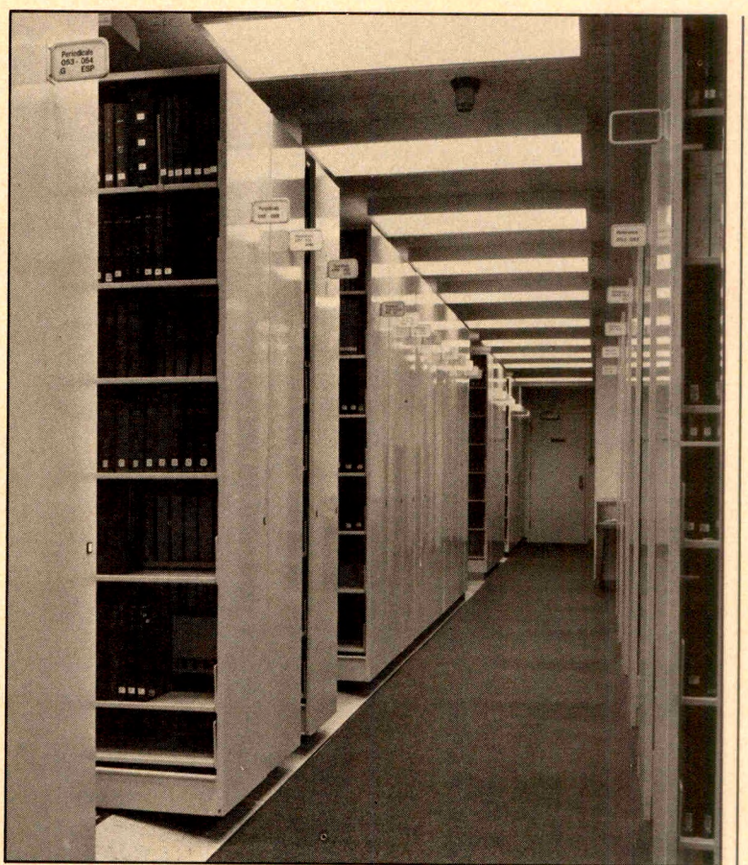

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ACTION EXCHANGE

Young Adult Services Dispel the High-Low Reading Blues

Q. Has your library recently produced a booklist of high-interest, low-vocabulary books for the adult new reader? We're particularly interested in books selected for the general public and which may already be in the library collection, rather than special editions. Advice on developing such a list is most welcome. ***Mary Barber, Coordinator, Library Services, London (Ont.) Public Libraries.***

Q. As a new community college learning resources center, we are currently experiencing some book selection difficulties. Many of the titles found in the traditional sources are too difficult for a great number of our students. We want to locate sources of informative, low-vocabulary, nonfiction titles that will instruct our students while not talking down to them. ***Rina Krasney, Reference Librarian, Austin (Tex.) Community College.***

A. Executive Secretary Evelyn Shaevel of ALA's Young Adult Services Division suggests the High Interest/Low Reading Level Information Packet, prepared for YASD's 1978 preconference program "Dispelling the High-Low Blues," might help answer both questions. In addition to Patsy Perritt's bibliography, "Sources of Materials for Poor Readers," it reprints the Eastern Massachusetts Regional Library System's graded "Easy Reads for Teens" and articles on evaluation criteria. The packet is available for $1.50 prepaid from the YASD Office, ALA, 50 E. Huron St., Chicago 60611.

Ruth Rausen, Assistant Coordinator of Young Adult Services at the New York Public Library, believes many of the titles in NYPL's 8-page annual pamphlet, "Easy-to-Read Books for Teenagers," might interest adults. The 1978 edition, just off the presses, can be ordered for 25 cents from the Office of Young Adult Services, NYPL, 5th Ave. at 42nd St., New York, NY 10018.

Added A. to Copyright Q.:

• The ACTION EXCHANGE reply to Arthur Goetz's question about the legality of recording children's stories for broadcast over a local radio station was correct, insofar as it went (*AL*, Jl./Ag., p. 413). But librarians' attention should also be drawn to the copyright law's Section 118 (e) which concerns the use in public broadcasting of nondramatic literary works.

This section . . . is an anti-trust exemption intended to permit copyright owners to join together and agree upon licensing fees for the use of nondramatic literary materials by public broadcasting (noncommercial public educational radio and television, basically).

While most of the time and energies of copyright owners and public broadcasting representatives have been taken up in negotiations over the Section 118 compulsory license and the Copyright Royalty Tribunal's proceedings (none of which seem to affect the use of non-dramatic works), the Congress expected private licensing arrangements to emerge.

In 118 (e), we've got a Register's "two year review" for this little area of the law, so librarians and others involved with public broadcasting and other outreach programs involving broadcasting might want to keep some documentation of their problems in getting clearances. *Lewis I. Flacks, Washington, D.C.*

OVER TO YOU

Q. How many librarians have experienced internal censorship problems in their technical services departments—either the material is being processed "forever" or someone bypasses the selecting public service librarian and tells the director it is unfit for purchase? I've heard enough of these tales in young adult services alone to wonder if anyone would dare to submit replies. ***Mary K. Chelton, Associate Editor, Voice of Youth Advocates.***

Q. What public libraries have Friends-operated sales shops selling such items as local publications, pamphlets, government documents, library discards, and related materials? What other items sell and what has been most popular? Has the shop been a worthwhile public service and fund-raising project? What problems have you had? ***Bernard Schwab, Director, Madison (Wis.) Public Library.***

Q. The Palliser Regional Library of Moose Jaw, Sask., is planning to evaluate its paperback deposits. The general, uncataloged collections are located in communities too small to support a branch library. Except for a local contact person, they are unstaffed and have no circulation control. Any suggestions on methods of evaluation?

Also, many of our Books-by-Mail patrons have indicated that in addition to catalogs and subject booklists, they want us to send information of new acquisitions in their fields of interest and regular shipments of books for themselves and their families. Do any libraries offer reader's advisory service by mail? How much staff time does it take? What types of related files have to be set up? ***Cora A. Greer, Regional Librarian, Palliser Regional Library, Moose Jaw, Saskatchewan.***

Please send replies to ACTION EXCHANGE

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Worming the Way To Better Programs

by Phyllis Ingram

The Dolley Madison International Worm Race is now an annual affair in Fairfax County, Va. It all began in the winter of 1977, when a children's librarian noticed a couple of kids crouching over two worms somewhere in the Midwest.

She decided a worm race would be fun to try as a summer program at the Fairfax County PL's Dolley Madison branch in McLean. A mid-August date was chosen so worms would be relatively abundant and the lure of the swimming pool might have dissipated. The Virginia State Library newsletter, the metropolitan Washington media, and Fairfax County Public flyers and schedules publicized the event.

Only fairly late in the season did library staffers begin to have qualms about the mechanics of racing worms. Would they really run/crawl? How long would they take? How could one worm be distinguished from another? Doubts led to the Dolley Madison Outdoor Worm trials, experiments conducted by the children's librarian with a stopwatch and a can of worms.

To determine worm race etiquette and track standards, library staffers drew up a set of rules:

- Worm owners will not poke or prod their contestants or impede the progress of others;
- Gentle sprinkling of water is permitted so the contestants will not dry up. Strong streams of water that will push the contestants ahead are not permitted;
- The races will be run/crawled in a radial course; the first worm to reach the outside of the circle is the winner—The Fastest Worm of Fairfax County. Track stewards will time all participants.

But what if it rained? What if the staff had to move the great sporting event of the year indoors to the library meeting room? In a moment of abject apprehension, the children's librarian approached the custodial force, which issued an extremely negative environmental impact statement, accompanied by eye-rolling. Cowed by such vehemence, staffers were exhorted to pray for good weather.

Attempting to design truly impressive certificates for all worm race participants, staffers revived the library's long-unused Great Seal. They also designed race procedures, deciding to have separate events for earthworms and caterpillars, or "slimies" and "fuzzies."

The week before the race, media coverage was more than gratifying. One radio station interviewed the children's librarian; another discussed the event and its rules. A television station phoned to ask if it could enter a contestant while covering the races.

Motorcade Escorts a Fuzzy

In response to an invitation sent throughout the library system, the children's room of the central library entered a magnificent fuzzy named "Mercury," who arrived with a motorcade, pompom girls, and a resplendent banner.

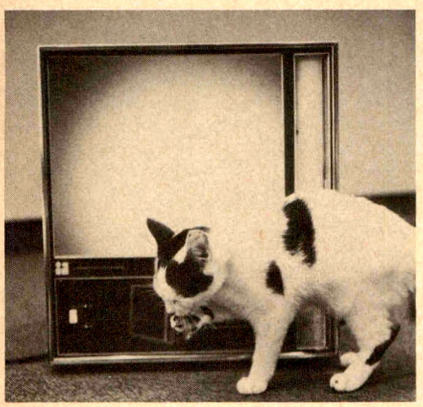
Circles chalked on the sidewalk comprised the four operating tracks. Since some track stewards were too caught up in the thrill of the sport to keep accurate time, only an approximate winner was chosen among the slimies. One track steward remarked, "I had to disqualify one kid. He was holding half of his worm in his hand, and the other half was in the race."

Phyllis Ingram is children's librarian at the Dolley Madison branch of the Fairfax County Public Library. This is a shortened version of her original report.

From the variety of contestants, who arrived in everything from paper plates to cottage cheese containers, the judges ascertained that the Fastest Fuzzy of Fairfax was "Hairy" and the Swiftest Slimey, "Six Million Dollar Worm." Unfortunately, Dolley Madison's own contestant, a superbly articulated slimey named "Melvil," was an utter nonachiever.

The newspaper stories were all great. One observed, "Maybe in several years time, Washington area residents can look forward to their races billed as the Wimbledon of Worms or the Worm Series." Perhaps the most rewarding recognition was an editorial in the Fairfax *Globe:*

"Hopefully the success of this competition in McLean will lead to other innovative and just plain fun activities at the libraries, continuing to make the libraries in the area more than just a place for bookworms."



Felinist PR

In April, Anoka County Library in Blaine, Minn., began publicizing the transformation of its printed book catalog into microform by affectionately dubbing it "COM CAT" (for Computer Output Microform Catalog).

A one-page handout entitled "It's Purrr-fect" notified patrons of the new easy-to-use system, and—lest someone miss the stealthy connection to the family Felidae—overprinted cat's paw tracks walked across the verbal hype.

Director Jerry F. Young announced COM CAT eventually would include everything the library holds, and was expected to be in use at all six county locations early in May.

The microfilm catalog replaces the library's two-year-old, five-volume printed book catalog and its three supplements. "There is only one other library system in Minnesota using it for public access, and we are the first library in the metropolitan [Minneapolis-St. Paul] area to have it," said Young.

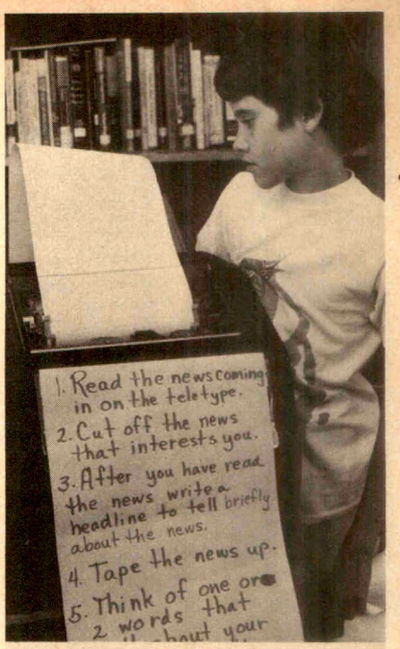
In May enthusiastic patrons began asking, "When is COM CAT coming?" After several delays, the new catalog finally arrived in mid-August, but by that time the summer-long campaign had lost its bite.

Old Machine Gets New Meaning

A vintage Associated Press teletype machine has made the library one of the most popular hangouts in Tucson, Arizona's Erickson Elementary School.

Youngsters come to the library throughout the day to gather round a clickety-clacking AP news wire, which has taken on a new dignity as a learning tool in language arts, social studies, geography, science, and mathematics. Librarian Donna Deibel explained that students not only have fun watching the AP copy as it comes over the wire, but regularly take down bulletins from the teletype machine to hand-print them on a large board as "news briefs" for other students visiting the library.

Roy Steinford of AP's broadcast wire service in New York reports that the new service has been particularly effective with functionally illiterate and dyslectic children (who tend to read from right to left) as they watch the teletype print words and form sentences. The news stories also provide data for math classes using sports statistics to figure batting averages or stock quotations to calculate decimal equivalents. Some reports appear in both Spanish and English.



***News coming over** the teletype is not only educational, it has made the library the most "fun" place in school.*

The Associated Press has been operating this special education wire since March. Stories are filed from San Francisco State College, where research is done by the teacher education faculty.

It's Not All Fun

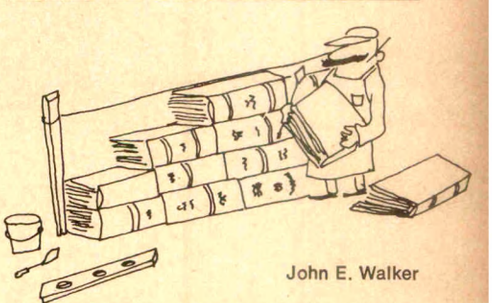
At Case Western Reserve University Libraries in Cleveland, Ohio, the staff is playing a board game that looks like Monopoly but actually teaches supervisors how they must behave to comply with equal employment opportunity regulations.

Called "E.E.O. It's Your Job," the game was originally designed by the Motorola Corporation for internal training purposes. Up to four participants use dice, markers called "persons," a stack of 60 cards, and $1 million in play money to try to get the "person" around the board (read: the year) without practicing discrimination.

On the front of each card is a real case history, together with a multiple choice or true/false question relating to the problems. Correct answers as well as "Do-not-pass-'Go'" penalties for choosing the wrong ones are on the back of each card. Those guilty of discrimination are slapped with a law suit costing the company money and further court problems.

So far staff members playing with the real-life situations have found rules on pregnant employees, hiring of minorities, and religious observances the knottiest.

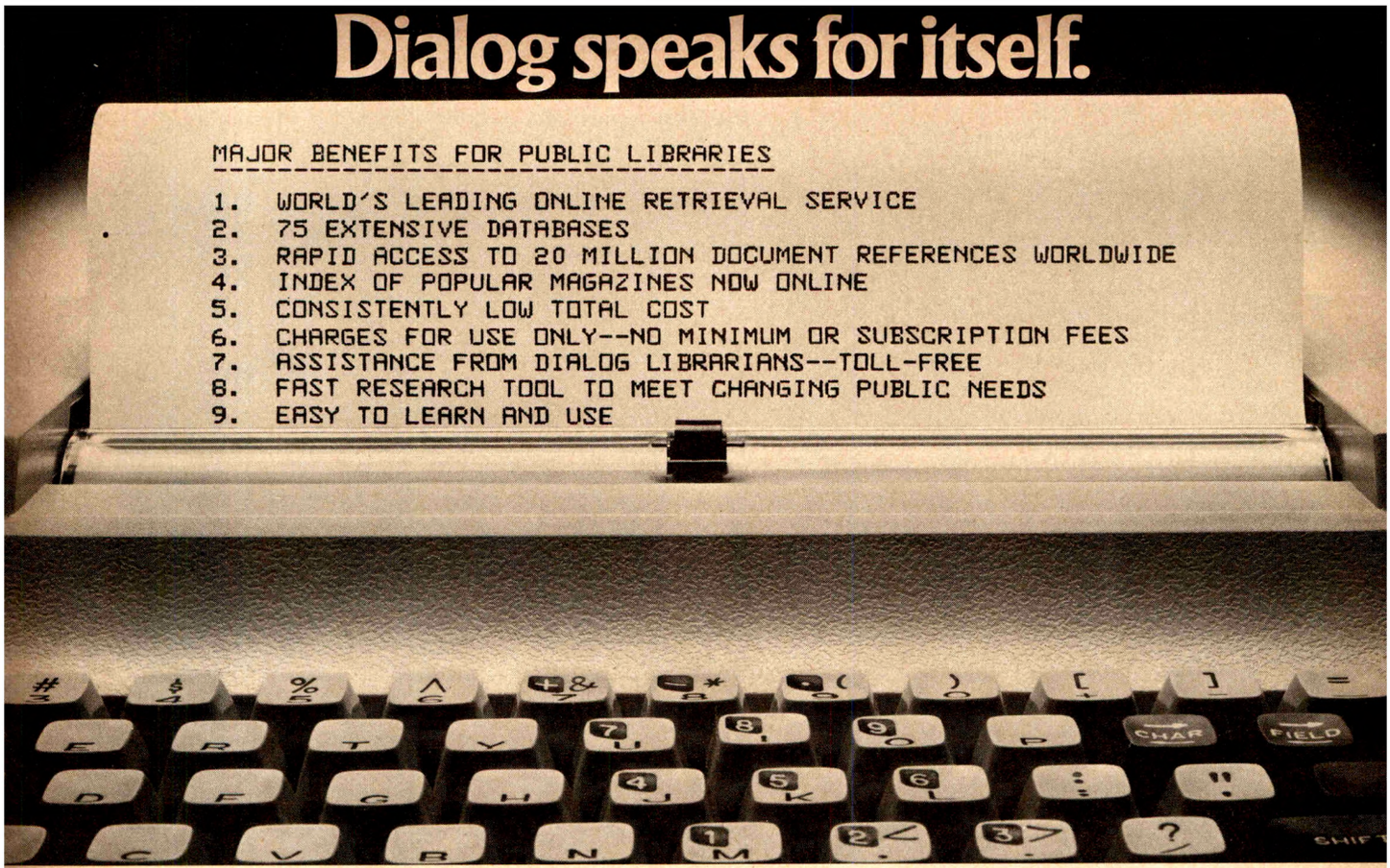
In this game, says William A. Eppich, manager of employee relations at CWR and head coach for the new sport, "the burden of proof rests with the company. We are guilty until proven innocent."



John E. Walker

***Who** needs **what?** Texas A&M Univ. needed bricklayers to build a new library addition. An ad taker for the* Austin Citizen, *however, came up with this version in the May 17 "Help Wanted" page: "Brick Layers Need Library Edition—TAMU Campus."*

Dialog speaks for itself.



The list could go on and on.

More and more, public libraries are discovering online retrieval. And Dialog, long the accepted standard online search service, offers library patrons access to the most databases and document references anywhere.

New databases of direct interest to public library patrons are constantly being added. Magazine Index, for example. Now an online Dialog exclusive, Magazine Index covers more than 350 popular American magazines and special periodicals and is priced to be very affordable for public libraries.

Other databases in the comprehensive Dialog store cover such areas as public affairs, Federal actions, social science, humanities, education, government reports, business, science, and technology. All Dialog databases are completely searchable online.

Why should you use Dialog? First, unfilled patron needs can be met. A three-year, in-depth experiment in public libraries proved that. Patrons are more than willing to pay the modest cost for this extensive searching that would be impractical with printed indexes. Some libraries are even providing Dialog searches at no charge to the patron.

Second, Dialog can facilitate bibliographic verification and other reference work. Document identification is easy, even if you are presented with only fragmentary information.

Then, Dialog is easy to learn, easy to use. Our training program is now being offered in more and more locations. Many library schools are also using our low-cost Classroom Instruction Program. And for immediate assistance on problems, working librarians can call toll-free to our staff of Dialog librarians. We welcome those calls, too, because you who use the service help us shape policy and programs.

Finally, you set your own pace. Start out with a terminal that leases for as little as $95 a month (or perhaps you already have a compatible terminal). Start with only a few databases, like Magazine Index and others most likely to be searched. Use other databases as needed. You have access to all of them.

And remember, you pay only for what you use in Dialog. No minimum, no subscription fees, no hidden costs. You know what you're getting and buying.

Dialog is fast, dynamic research—an addition that can benefit your public, the community, and your library image. And getting Dialog into service for you is easy.

Our staff would like to help you get started. For a free catalog of databases and more information, write to Lockheed Information Systems, Dept. 50-20, 3251 Hanover St., Palo Alto, CA 94304 or call toll-free (800) 227-1960. In California (800) 982-5838.

Lockheed Dialog

1979 ALA MIDWINTER MEETING

January 7-12, Washington, D.C.

Three hotels are providing housing and meeting facilities for ALA's 1979 Midwinter Meeting: The Sheraton-Park (1,000 rooms), the Shoreham Americana (400 rooms), and the Washington Hilton (1,000 rooms). Exhibits, registration, placement service, Council meetings, and the ALA staff offices will be located in the Sheraton-Park; space in all these hotels will be fully utilized to accommodate the hundreds of meetings held during the course of Midwinter week.

Hotel reservations. Reservations will be handled more efficiently if full information is supplied to the housing office as requested in the form shown on the next page. If you do not use the printed form, please be sure to identify yourself as an ALA Midwinter Meeting attendee so you will receive the special room rate.

All requests for housing are to be addressed to: Conference Housing Office (address on p. 522). Advance room deposits are not required unless arrival is after 6 p.m.—and then only as specifically requested by the hotel on the reservation *confirmation* form sent to you. (*Exception:* the Shoreham-Americana requires first night's room deposit and will state the amount to be paid when it sends confirmation.)

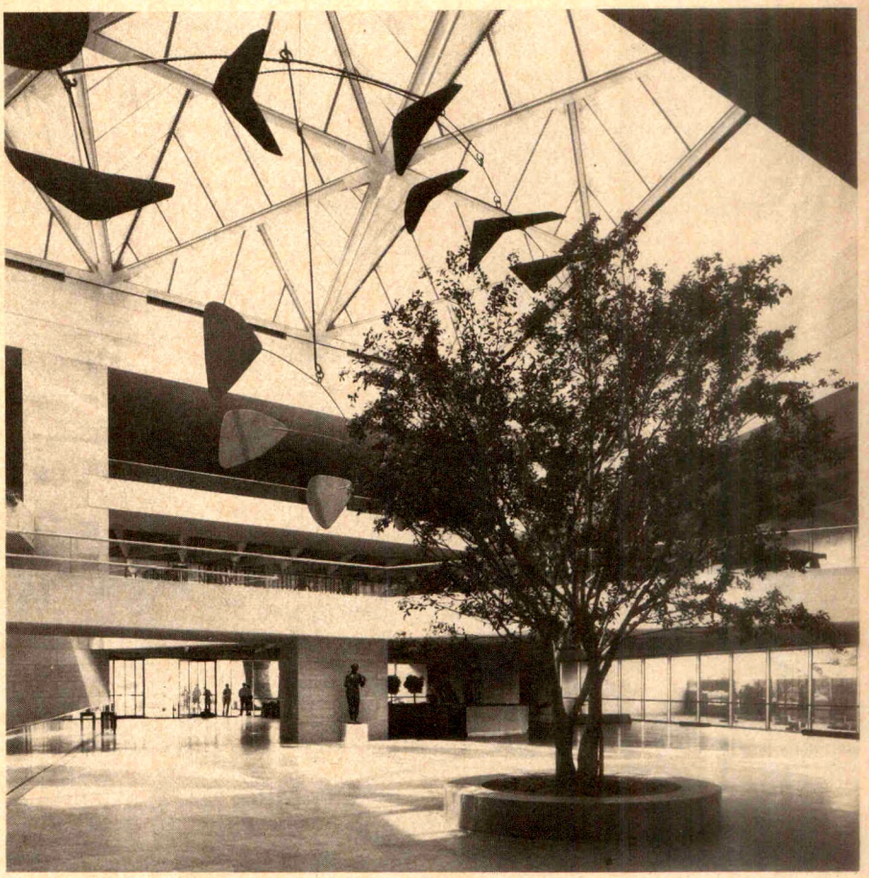
The rates indicated are quoted for the room, *not* per person. If the rate requested is not available, the next available rate will be confirmed. All rooms will be confirmed on a first-come, first-served basis. The first choice of hotel will be honored as long as rooms in that property are available; after that, rooms will be assigned according to the second and third choices.

Reservation requests are being accepted right now. *The cut-off date for room reservations is Dec. 24,* although the Conference Housing Office will continue to accept applications for space and make assignments on the basis of what is available after that date.

It is strongly recommended that conferees make reservations as early as possible (to be assured of receiving the convention rate) and arrange for double occupancy when possible.

Please note again that reservations will be held only until 6 p.m. of the day indicated for arrival. (Checkout time is 1 p.m.) Reservations will be confirmed directly to attendees by the Conference Housing Office in Washington.

Cancellations or any changes in reservations should be sent to the housing office—not to ALA Headquarters or to the hotel.



Those attending Midwinter can visit the National Gallery of Art's new East Building, where they will see the most comprehensive Edvard Munch exhibit ever held in the U.S. The central courtyard (above) is the main orientation space leading to the exhibition. A six-story library will serve as a focal point for the building's Center for Advanced Study in the Visual Arts (opening at a later date).

Resolution to Hold Midwinter 1979 in Washington, D.C.

Whereas, the American Library Association went on record in July 1974 as supporting the Equal Rights Amendment; and Whereas, the American Library Association Council voted on June 27, 1978, to support the Equal Rights Amendment Extension Resolution; and Whereas, the American Library Association Council also voted on June 27, 1978, not to hold the Midwinter Meeting of the American Library Association in a state which has not ratified the Equal Rights Amendment;

Therefore, be it resolved, that Headquarters staff explore the possibility of holding the Midwinter 1979 Meeting of the American Library Association in Washington, D.C., in order that a major effort may be made by the Association to encourage members of Congress to support the ERA Extension Resolution.

Note: In a conference call of the ALA Executive Board on July 17, 1978, it was "Voted, That the Executive Board accepts the staff recommendation that the ALA Midwinter Meeting 1979 be held in Washington, D.C., January 5–12, and that the hotels used would be the Shoreham, Sheridan-Park, and Washington Hilton with shuttle bus service to be provided between the Hilton and the other properties."

Airport limousine service. The following is a sampling of costs (at this writing) and travel time: *National* flights—approximately a 25-minute ride—at $3.25 per person; *Dulles* flights—approximately a 60-minute ride—at $4.25 per person; *Friendship* (Baltimore) flights—approximately a 60-minute ride—at $4 per person.

Be sure to check on arrival, however, for variations in limousine service to the three ALA hotels. Some limousines will take you to your specific destination; others will not. Individual cab fares run about $5 from National, and $20 from Dulles and Friendship.

Registration. There will be no advance registration for the Midwinter Meeting. Registration will begin at the Sheraton-Park Hotel on Saturday, Jan. 6, at 10 a.m.

Registration fees for the week are as follows: $25 for personal members; $60 for nonmembers; $6 for full-time library school students. Daily registration fees are: $12 for personal members; $30 for nonmembers; $3 for full-time library school students.

Please note that an institutional membership does not entitle an employee of that institution to the Midwinter personal registration fees of $25 and/or $12.

Exhibits. All types of exhibitors—publishers, equipment manufacturers, service companies, and others—will participate in the 1979 Midwinter gathering. Exhibits will be located in the Sheraton-Park Hotel, mainly in Exhibition Hall #2, as well as in suites in all three conference hotels.

Full information and application forms have already been sent to exhibitors on the current mailing list. Exhibitors interested in taking part who did not receive the material should write to the Conference Manager, ALA Conference Arrangements Office, 50 E. Huron St., Chicago, IL 60611.

Hotel	Single Occupancy	Double Occupancy (double)	Double Occupancy (twin)	Parlor Suites (1 bedroom)	Parlor Suites (2 bedrooms)
Sheraton-Park	$31–33–35	$41–43–45	$41–43–45	$ 85 and up	$140 and up
*Shoreham Americana	$33	$39	$39	$110 and up	$150 and up
Washington Hilton	$31–33–35–37	$41–43–45–47	$41–43–45–47	$140–270	$210–340

RATES ARE SUBJECT TO LOCAL TAX OF 8%, PLUS 80¢ PER ROOM NIGHT

*First night's deposit must be sent to the Shoreham Americana Hotel upon receipt of room confirmation.

Notes about Accommodations

Rates for third person in room is $10 per day (roll-away bed) at the Sheraton-Park and the Shoreham Americana; $12 at the Washington Hilton.

No charge for children under 18 in same room with parents.

The Sheraton-Park has a limited number of rooms available for triple and quadruple occupancy: 3 persons at $55 per room; 4 persons at $60 per room.

Parking rates for registered guests of the hotels: Shoreham Americana, $3 a day with in-and-out privileges; Sheraton-Park, $2.80 a day with in-and-out privileges; Washington Hilton, $4.50 a day with in-and-out privileges.

Acceptable credit cards at all hotels include: American Express, BankAmericard, Carte Blanche, Diners, Master Charge, Visa; in addition, the Shoreham accepts the American Airlines Vacation Card.

HOTEL ROOM RESERVATION FORM

To: Conference Housing Office
ALA Midwinter Meeting, January 7–12, 1979
1129 20th St., N. W.—Suite 200
Washington, DC 20036

Re: American Library Association
Midwinter Meeting
January 7–12, 1979

Please reserve the following accommodations:

☐ Single ☐ Double ☐ Twin ☐ 1 Bedroom Suite ☐ 2 Bedroom Suite

☐ Sheraton-Park ☐ Shoreham Americana ☐ Washington Hilton Rate requested:_____

Arrival date and hour:_____ Departure date and hour:_____

Names and addresses of occupants—bracket those sharing a room (incomplete information will delay assignment of space). PLEASE PRINT OR TYPE:

_____

_____

_____

_____

CONFIRM TO: Name_____ Address_____

_____ City_____ State_____ Zip_____

(Cut out or photoduplicate above form and mail in envelope to ALA Midwinter Housing in Washington, DC)

Placement. A placement clearing service will be offered at the ALA Midwinter Meeting. The service will be available in the Sheraton-Park Hotel, Exhibition Hall #3, at hours to be announced in a later issue of *American Libraries*. Information can be obtained by writing the ALA Office for Library Personnel Resources, 50 E. Huron St., Chicago, IL 60611.

Meetings. Special note should be made of the following:

Council—Meetings of the ALA Council will be held on Tuesday, Jan. 9, 9–11 a.m.; Wednesday, Jan. 10, 9–11 a.m., and Thursday, Jan. 11, 2–6 p.m. In addition, a Council Orientation session will be held on Monday, Jan. 8, 8–9 a.m., and the information meeting of the Council and Executive Board will be held on Monday, Jan. 8, 9:30 a.m.–noon.

President's Program—The evening of Wednesday, Jan. 10, 8–10 p.m., has been set aside for the President's Program. Details will be given in a later issue of *American Libraries*.

Program Evaluation and Support Committee/Planning and Budget Assembly—A joint meeting of COPES and the Planning and Budget Assembly will be held on Sunday, Jan. 7, 2–4 p.m.

Executive Board—Meetings of the ALA Executive Board are scheduled for Sunday, Jan. 7, 9–11 a.m.; Tuesday, Jan. 9, 2–4 p.m.; Wednesday, Jan. 10, 2–5:30 p.m.; and Friday, Jan. 12, 9–11 a.m.

Annual Conference Program Committees—The Dallas Conference Program Committee will hold its final meeting on Monday, Jan. 8, 8–10 p.m. The first meeting of the 1980 New York Conference Program Committee will be held on Sunday, Jan. 7, 8–10 p.m.

Other events. The week's activities will include the regular working meetings of committees and boards of official ALA units.

Midwinter Meeting Policy. Reminder to ALA Midwinter Meeting attendees and to chairpersons of official ALA units meeting during the Midwinter week:

By adoption of the January 1966 report of the Special Committee to Study the Midwinter Meeting, the ALA Council has determined that the Midwinter Meeting continues to be essentially a working meeting of the Council and of committees and boards of official ALA units, with the addition of program only when authorized by the Executive Board.

By Council action at its 1971 Midwinter Meeting and as amended by Council at the 1971 Dallas Conference, it was "voted, that it be the established policy of the American Library Association that all meetings of the Association be declared open to all members and to recognized members of the press, with closed meetings being only for discussion of matters affecting privacy of individuals or institutions."—*Conference Arrangements Office.* □

In the News (continued from p. 511)

chical national library system" is both unlikely and undesirable, the planners propose a two-tier level of governance: the first, a newly formed national library board to develop and coordinate a few fundamental federal library programs; and second, the separate governing bodies of these programs, one of which would be the NPC.

Before the center comes into being, there are several giant steps to be taken as soon as possible, say the planners. They are:

- Acceptance of the plan by the library, information, and publishing communities;
- Establishment of a legal basis and funding support for the national board;
- Creation of the NPC by the board;
- Appointment of a senior executive to help shape NPC services in close coordination with those it serves;
- Appointment of a core NPC staff to begin the work of identifying titles, files, and systems and preparing specifications;
- Persuasion of Congress, the American people, and funding agencies that "society has everything to gain from an improved capacity to retrieve and use the information generated by its members"—and that the NPC is an essential part of that capacity.

Why should the library community accept the plan? There are several very strong inducements, according to LC and CLR. Among them are reliable access to a comprehensive collection; reduced ILL costs; reduced time in filling requests; assurance of copyright compliance; options beyond local and regional cooperative collections; advancements in the preservation of periodical material; and the realization of a national access system that might be extended to other categories of library materials. □

Attorney's Union Calls Librarians Nonprofessional

"What do Attorneys and Librarians have in common? Nothing!" declared a full-page ad in the July/August *California State Bar Journal* (circ. 51,000). Beneath the heading was a 7-by-9-inch photograph of a stereotyped female librarian shelving children's books.

"So why should state attorneys be lumped in a collective bargaining group with librarians? Or rodent and weed inspectors, traffic engineers, maintenance personnel and other nonprofessionals?" asked the Association of California State Attorneys.

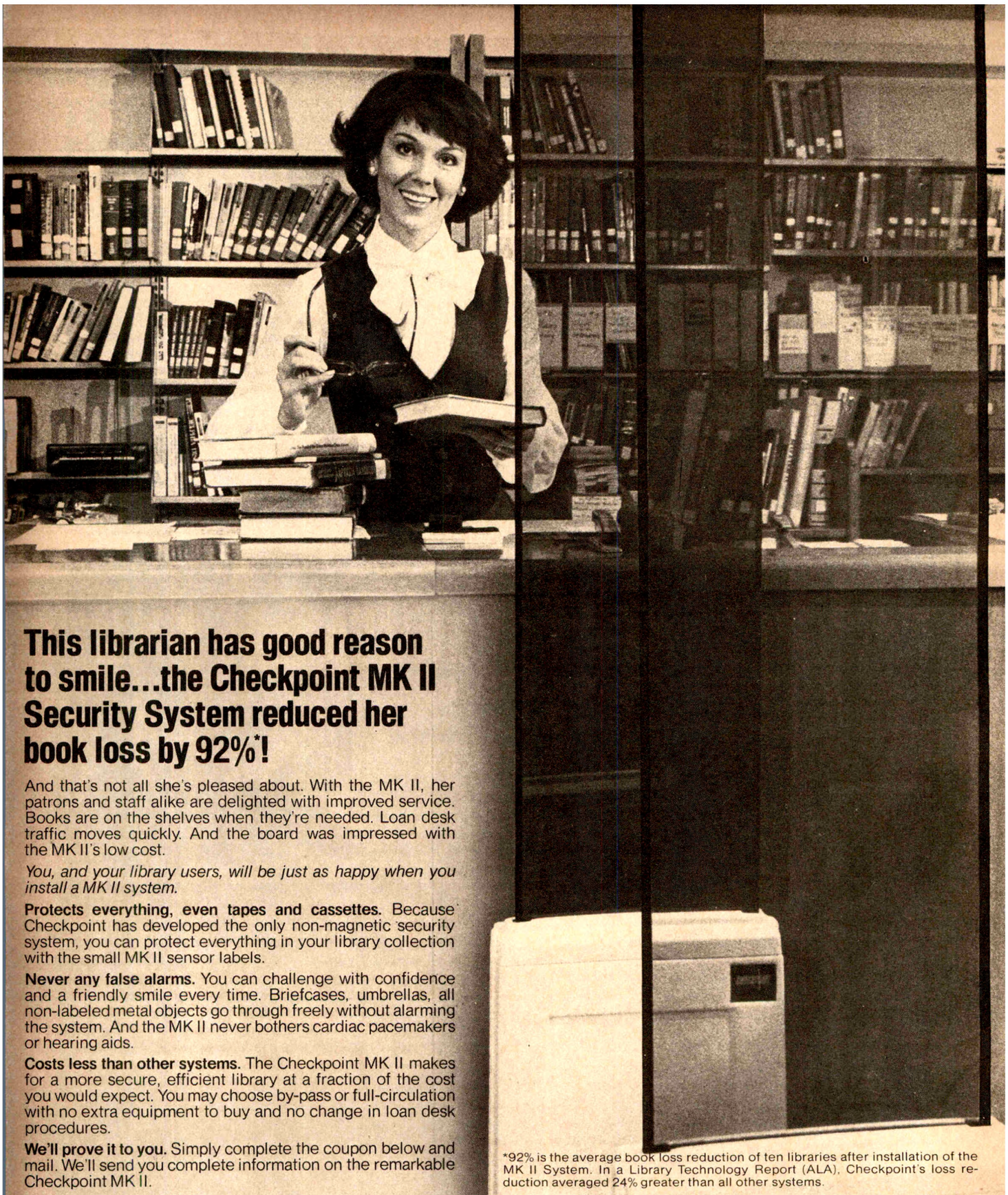
The text and photo infuriated at least one 1975 graduate of the University of Southern California's library school. Cookie Lewis-Soldinger promptly wrote the association headquarters in Sacramento: "Publishing an ad that labels other jobs as nonprofessional smacks of arrogance, self-righteousness . . . elitism . . . and sexism." She demanded a published apology.

The *State Bar Journal* told *AL* it has received a number of complaints about the ad. In its November/December issue it plans to publish a selection of the letters together with the ACSA response.

***Atlanta's famous "mysterious donor"** revealed himself as philanthropist Robert W. Woodruff Aug. 31 when he presented $7 million in securities to Atlanta University Center Chancellor Charles Merideth for a new AUC library. Added to a previous $3 million Woodruff had contributed anonymously and $3 million from other donors, the gift ensured construction of the five-level, 248,000-square-foot library within 22 months.*

"To the best of our knowledge, this is the largest single gift by an individual to black institutions of higher learning," commented Vernon E. Jordan, Jr., AUC board chair and president of the National Urban League.

The new library will serve AUC's six institutions: Atlanta University, the Interdenominational Theological Center, and Clark, Morehouse, Morris Brown, and Spelman colleges.



This librarian has good reason to smile...the Checkpoint MK II Security System reduced her book loss by 92%*!

And that's not all she's pleased about. With the MK II, her patrons and staff alike are delighted with improved service. Books are on the shelves when they're needed. Loan desk traffic moves quickly. And the board was impressed with the MK II's low cost.

You, and your library users, will be just as happy when you install a MK II system.

Protects everything, even tapes and cassettes. Because Checkpoint has developed the only non-magnetic security system, you can protect everything in your library collection with the small MK II sensor labels.

Never any false alarms. You can challenge with confidence and a friendly smile every time. Briefcases, umbrellas, all non-labeled metal objects go through freely without alarming the system. And the MK II never bothers cardiac pacemakers or hearing aids.

Costs less than other systems. The Checkpoint MK II makes for a more secure, efficient library at a fraction of the cost you would expect. You may choose by-pass or full-circulation with no extra equipment to buy and no change in loan desk procedures.

We'll prove it to you. Simply complete the coupon below and mail. We'll send you complete information on the remarkable Checkpoint MK II.

*92% is the average book loss reduction of ten libraries after installation of the MK II System. In a Library Technology Report (ALA), Checkpoint's loss reduction averaged 24% greater than all other systems.

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Please send me the research studies on library security systems and information on the Checkpoint MK II.

Name_____ Title_____

Library_____

Address_____

City_____ State_____ Zip_____ Phone_____

Babysitting, Band-Aids, and Blood:

A Survivor's Tale of Service under Siege

A librarian catalogs the vagaries of one branch's "ideal" location.

by Dorothy Myers

Dorothy Myers is adult librarian at the Ortega Branch of the San Francisco Public Library. She explains she wrote this commentary as someone not inclined toward hysteria, but edging more closely in that direction as her "professionalism is trodden down by the circumstances of the branch's location." A recent incident, an ill-fated encounter between a boy and a tree, prompted her to share her experiences with other librarians.

Picture a busy branch library in the San Francisco Public Library system, located within sight and sound of the Pacific Ocean, situated between a grade school and a junior high school complete with an adult community education center. Add to that scene a Recreation and Park Department clubhouse building next to the library, a mental health center with outpatient care in the same block, public tennis courts, children's playground and softball fields within steps of the library doors, and scattered benches and plantings. We have painted the setting and milieu for vigorous, varied library service, right?

Wrong!

For one branch in the 27-unit SFPL system, the location is increasingly and agonizingly out of joint. Its tale of woe may strike a chord in other libraries and point to the need for farseeing and painstaking site selection in urban locations.

Vandalized Outpost

Ortega Branch, built in San Francisco's Sunset District in 1957, has been vandalized in large and small degree every year since its construction. In 1972, arsonists burned down one-third of the building. Because of the branch's unique placement in a complex of other structures and grounds serving different and sometimes irreconcilable purposes, the library has become the reluctant ham in the multilayered sandwich of the West Sunset Playground Complex. And each day Ortega Branch staffers must deal with the problems which inevitably spill over from its neighboring facilities.

The ideal Roman Forum arrangement and concept envisioned in an award-winning design by planners and architects 21 years ago has gone awry in this residential neighborhood. Its predominantly white middle class people reside in $50,000 to $85,000 homes, and they resent the ethnic changes in the makeup of each block. Our central location and extended hours of operation, the scheduling of adjacent facilities, the structure and personality of the neighborhood, and the lack of police surveillance day and night often force the Ortega staffers into the roles of paramedic, sociologist, psychologist, and juvenile truancy and detention officer.

We are the unwitting, unintentional center of activities in the complex, with resultant borrowing of equipment, use of public telephones and restrooms, foot traffic unconnected with routine library use, and the constant surfacing of emergencies (not to mention the nonstop vandalism and graffiti). All this calls for more than a Band-Aid to staunch the flow of blood which is literal and figurative.

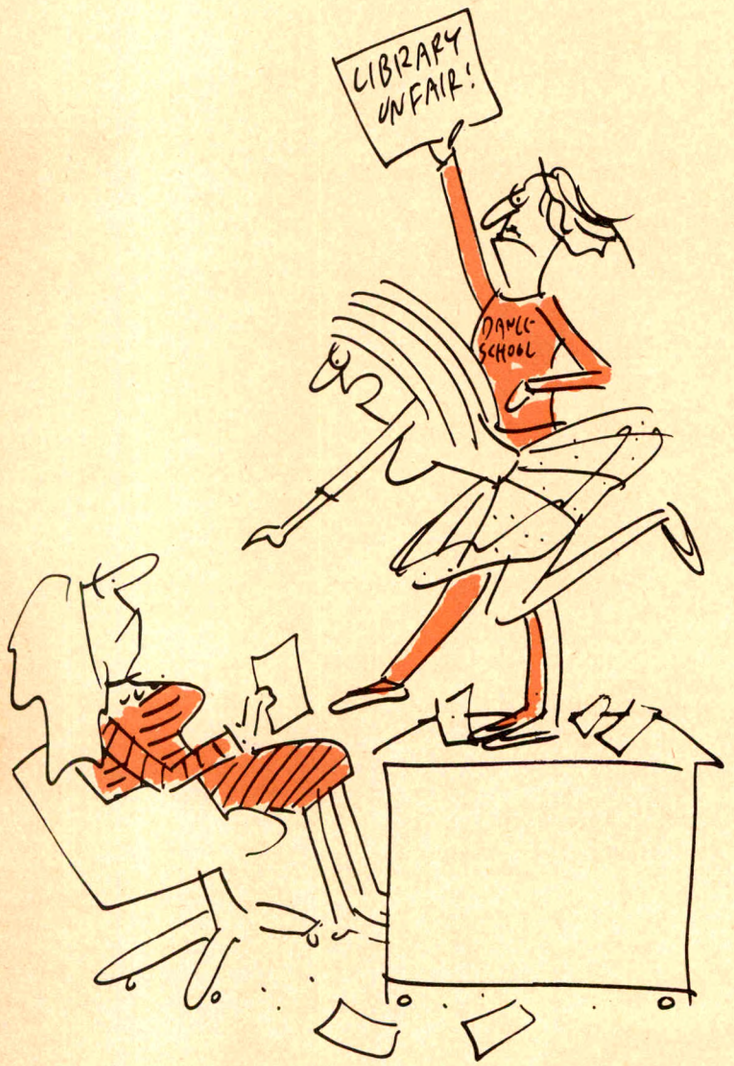
Branch staffers jam library fingers in the leaking West Sunset Playground Complex dike, aware of our expendability, wondering at every moment what will happen next. The picturesque view of the ocean and the rewards of gratifying service to our regular patrons do not offset the drawbacks.

Youth at Play

How can one be a librarian, accomplishing even routine tasks, when children are walking overhead on the roof, banging on windows or walls with tennis balls, hanging like giant sloths from high, but accessible, wooden latticework outside the branch, or aimlessly pursuing nothing inside? Within the playground complex area, errant motorcyclists and young drivers rev up their motors in pursuit of surcease from boredom.

Do we laugh, with tolerance, and hope not to "turn them off" as library patrons in the future? Do we weep inwardly for the waste of their energies and ours? Or do we hope that sometime in the future the Ortega Branch might be better used as a basketball court with gymnasium, dressing rooms, and showers, or as a coffeehouse with entertainment? Or can we hope only to serve as a vivid, dire, and sad example of starry-eyed administrative and architectural planning gone wrong and not to be repeated?

The margin for disaster in the complex around the library is vast because of the abundance of attractive nuisances in the buildings and plantings. Ortega Branch staffers are involved in the human condition and sympathetic, we hope, to problems and suffering and the vagaries of behavior. But the dilemma of location becomes ridiculous when a 12-year-old neighborhood boy falls from a tree on the western side of the library as a tree limb rips away. This happens at 5:50 p.m. when we are trying to close, with all of the tasks involved, including turning on our omnipresent security alarm system.



Elderly dancers vent their frustrations at the librarian's desk.

Last Aid?

Would the child have been in the tree at all if the western door, long-broken (promises, promises) and necessarily locked, had been open with even minimal monitoring by the staff? (But is that duty ours? Is the responsibility for our fellow human upon us perpetually? Babysitting, with the multi-purpose arena surrounding us, cuts into our librarianship considerably.)

When the youngster fell, we called the fire department, which summoned an ambulance. Co-climbers notified the father, who lives nearby. We later learned by telephoning the hospital that the boy had suffered a fractured skull and concussion. Footnote to that accident: No one ever thanked Ortega staffers for their assistance and concern.

What happens when the next child who aspires to the top of that tree falls dead at 5:50 p.m.? First aid, middle aid, last aid? We are the primary source of help all day long, but especially from 4:30 to 6 p.m. and on Wednesdays until 9 p.m. (One Wednesday at 8:30 p.m. an adult softball league player came in for help after being hit on the head by a bat.)

Whirring Wheels

Months later, when that western door was finally repaired, bicyclists breezed through the open doorway during an informal playreading program which became even more informal with the addition of whirring wheels. A Pyrrhic victory. Skateboarders who tire of outdoor routes assay door-to-door marathon courses inside the library. At night the door's safety glass is a frequent target of nocturnal pellet guns.

The junior high school class for autistic children brings its trauma within earshot of the library. During recess, seizures occur just outside our walls. When an autistic child is missing, the first place a harried teacher comes is the library, creating disturbance for patrons who entered in trust, hoping for relative silence. Groves of academe the two schools are not. (This fall, junior and senior high "educationally handicapped" pupils will occupy the elementary school, closed by Proposition 13. Since they will eat at the school on the library's other side, one can imagine the consequences.)

We are solicitous toward and helpful to mental health daycare center patients, but incidents do disturb other patrons.

Footballs loaned by recreation and

park personnel shoot through our open doors on any warm day; borrowers are too indolent to take them to the playing fields and toss them outside our walls instead. Our head librarian once confiscated a football after it hit a patron inside our building. A few hours later, the librarian's car, parked on a nearby street, was hot-wired and stolen in youthful, vitriolic retaliation. Do we close all doors on clement days and assume a fortress aspect?

Even adults who regularly use the adjacent clubhouse have been known to vent their spleen on the library. When the clubhouse cancelled a dance class, a tiny, elderly dancer assaulted us with abusive language.

Rumbles and Rudeness

Rumbles and beer parties begin to gather on fair or foul afternoons, with cars, loud music, and sons and daughters of area parents. Holiday weekends and school holidays are cause for concern at the branch; litter and vandalism have become a tradition, and the complex is an aluminum recycler's dream after a long weekend. Rudeness is endemic to this neighborhood and cuts across all generations, but seems to surface in undisciplined children and teen-agers, who in their finest hours are only noisy, and in their vilest hours, destructive.

Eating lunch outdoors on a park bench (the right of every library staff member, with or without a playground next door) risks life and limb. Teen-age boys playing softball in the area of public access to the library never think to shout danger or cry havoc as the ball shoots past your head. Or is the librarian's head the ultimate goal and trophy?

Young mothers complain of broken glass, jagged metal beer cans, and fleas in the small children's play area, bringing their objections and requests for Band-Aids to us in the library. (One child and his mother presented us with a new box of Band-Aids as a gift; the boy was a constant and appreciative consumer of our supply.)

We are sorry, we are frustrated. Patrons sometimes are afraid to traverse the area from street to front door of library (a distance of 75 scenic feet) because of danger from bicycles, skateboards, motorcycles, cars, and rowdyism, not to mention the assault of obscene language shouted by groups of students. After school, ethnic squabbles abound outside our walls and are resolved in dubious, audible manner.

Crime and Fleas

Victims of a purse-snatching and an assault attempt come to our checkout counter for comfort and solution. So did the mothers of young children whose tennis teacher did not appear for an afternoon lesson. And the passage of California's Proposition 13 has caused the recreational facilities to cut their activities and staff. The library takes up some of the slack by default, as we may also have to do if the community education center in the junior high school is closed for lack of funding. How long, how long, oh patron saint of libraries?

The bulldozing of the playground area and installation of new equipment throughout this summer added to the noise, confusion, danger, and also to the diaspora of sand fleas in the area.

The embattled clubhouse was totally vandalized last Thanksgiving weekend, with destruction of furniture, office, and inside walls. The paint supplies used in crafts classes were thrown in all directions that night, with footsteps of blue paint trailing to the library back door. The reason the library has no book drop is painfully clear.

Library and recreation staffs cooperate in joint reports to police. Air is let out of the head gardener's tires the same week the library clerk's raincoat is stolen from the staff room. No person is an island in this complex, and we share our suspicions of the culprit/culprits with good, if long-suffering, grace.

Are we policemen? Groundskeepers? (Damage to plants in the area is total.) Gatekeepers? Guards to escort and convoy patrons to and from the library? Staffers leave the branch at night wondering if after we leave the plastic windows (which replaced glass windows, destroyed long ago) will be burned through by the combination of airplane glue and cigarette lighters.

Graffiti? Of course, and particularly visible after a new paint job. (How many library staffs know *all* the various meanings of WPOD? We do.) But an outdoor mural, the positive result of community action, is relatively undamaged after a year in its precarious position on a wall by a bordering street, so all hope is not abandoned by staff and neighbors. But the unchanneled energy dedicated to destruction and devastation haunts us. The outside lighting fixture above our front door is regularly stoned or shot out. San Francisco nights can be cold and impressively dark.

Latchkey Patrons

In the summer of 1977, free lunch program comestibles came to uneaten, untimely ends in our Friends of the Library donation barrel inside the front door. Did you ever try to salvage books soaked in a pond of orange juice, or in opened packages of processed, glorious green jello? Discouraging. And this is

HOW TO FIGHT THE I.R.S.- AND WIN!

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Please send me _____ copies of "How To Fight the IRS And Win!" at $_____ each. Ga. residents, add sales tax. ☐ Air Mail $3.00 extra ☐ Special Handling $1.00 extra.
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not a vendetta against staff, just routine, diabolical spewing forth of litter in the area. This summer in the wake of Proposition 13, summer school and free lunch programs at the playgrounds were cancelled.

In the past, there was no respite between school semesters, with a session of summer school next door following hard upon the spring semester. Noise pollution can erode a total staff, even if we can daily anticipate and mentally prepare for the late afternoon onslaught of students with no indoor place to socialize except the library. Many of them are latchkey children who have no desire to go home to houses where working parents do not return until evening. Or perhaps they are forbidden to go home until parents arrive? The staff strives to understand circumstances in difficult cases, but the use of the branch as an after-school refuge for students or as a daylong way station for children on Saturdays and all summer long taxes our patience and our professionalism.

Working at Ortega is a special kind of war of survival, with good in-house relationships among staff members who keep their senses of humor under duress much of the time. It is an ever-threatening battle against external circumstances and conditions which only too often approximate circus and zoo environments. We are becoming more and more aware of the alcoholism problems in our library neighborhood, across the counter and outside the walls, a negative and tragic situation. Police statistics show that the district's alcoholism and violence encompass teen-agers also. The cars of former Ortega Branch staff members have suffered vandalism, and threats and intimidation are not unknown to the staff.

Optimism Intact

But the branch remains open, for good or ill, in spite of dimensional disasters and in breath-holding coexistence with Proposition 13, with varied service to and programming for the community of adults, teen-agers, and children. Communication with school staffs, recreation personnel, police, and mental health administration is good, but never adequate for solving the problem-of-the-moment which confronts a staff wishing to get on with its work.

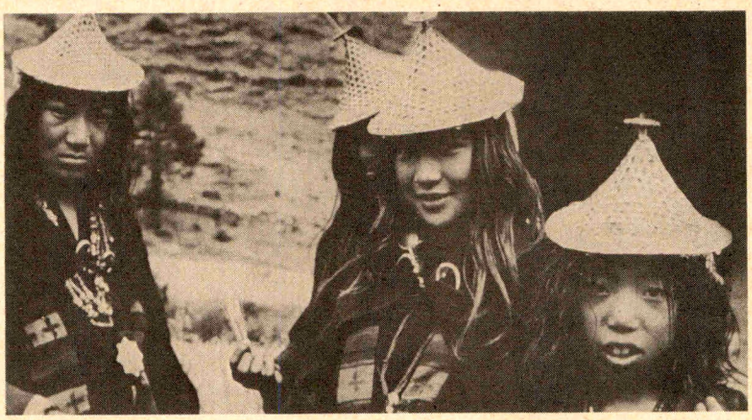
One comes to work at Ortega, aware of the Batman and Robin nature of the assignment, but with optimism, energy, and some affection for a branch much abused externally and physically. One looks backward after two years and is filled with the certain foreboding that a true balance and peacemaking with the layering and the locational and environmental sickness is impossible. We serve the adult community, the young adults, and children with enthusiasm and a measure of success.

Band-Aids are running low at Ortega, as this catalog of woes and grievances indicates. The noise, disruptions, destruction, and reconstruction outside our walls interrupt the entire staff creatively and professionally. No tourniquet can be applied to the whole of the West Sunset Playground Complex.

May the present library and city administrations consider future alternatives—a library branch located within a shopping area, with a street door providing easy access to its treasures and services. And may architects and planners of the future look at Ortega Branch, with its obsolete architectural and locational planning, and learn lessons which can be transfromed into benefits for future branch libraries.

Ortega Branch in its present location offers neither quality of life nor quality of library. □

Smithsonian Slide Series



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Career LEADS

Library Employment And Development for Staff

Because of the many career notices and LATE JOBS received, LEADS has been modified again to provide our readers with the largest number of positions possible. CAREER LEADS will print articles as well as notices whenever space permits.

LATE JOB NOTICES

For November issue, call (312) 944-6780 x326 AFTER October 10. Listings taken by phone as space permits. 10 lines maximum (approx. 100 characters and spaces per line), $10/line. ALA institutional members 10% off.

HEAD LIBRARIAN, MATHEMATICAL SCIENCES LIBRARY AND COMPUTER SCIENCES LIBRARY. Responsible for managing the daily operation of these libraries including providing public service, participating in collection development, and supervising staff. Requires MLS or equivalent and BS in mathematics, computer sciences or equivalent. Ability to work well with patrons, supervisory and administrative ability, professional experience, and knowledge of collection development principals required. Salary range $16,000-$19,000. Send resume: Elsi H. Goering, Library Personnel Officer, Stanford University Libraries, Stanford, CA 94305. Stanford is an equal-opportunity, affirmative-action employer.

ASSISTANT LIBRARIAN. MLS. Responsible for assisting in administration and organization of Learning Resources Center and a hospital library. Salary $11,000. Charleston Division, West Virginia University Medical Center, 3110 MacCorkle Ave., S.E., Charleston, WV 25304, (304) 345-2600 x232. An equal-opportunity, affirmative-action employer, M/F.

TECHNICAL SERVICES SUPERVISING LIBRARIAN. MLS, 5 yrs.' experience to reorganize and direct catalog, order, binding, book repair. New OCLC. $17,593 minimum. Position to be filled by Nov. 1. Interview at your expense. Elaine Estes, Director, Public Library of Des Moines, 100 Locust, Des Moines, IA 50309.

HEAD ORDER LIBRARIAN. Qualifications considered: ALA-accredited MLS, acquisitions experience, foreign language competencies. Book budget of $277,000. May be asked to teach undergraduate library science course. Salary dependent on qualifications, minimum $13,000. TIAA/CREF. Located in Jonesboro, 1 hour from Memphis, Tenn. Application deadline Oct. 31. Apply: Mark D. Meadows, Search Committee Chair, Dean B. Ellis Library, Arkansas State University, State University, AR 72467. An equal-opportunity, affirmative-action employer.

EXECUTIVE DIRECTOR, NEW ENGLAND LIBRARY BOARD. Position open Jan. 1, 1979. Provide positive leadership to implement directives and policies of the 6-state interlibrary compact board that serves New England library needs. A conviction that multi-type library cooperation is essential in the decade ahead is a requisite to the direction of current programs and task forces and the initiation of new ones. The Board is favorable to experiences and pilot programs and is an advocate of strong promotion of interstate efforts to improve total library services. MLS + administrative background and experience in more than one type of library. Salary approximately $22,000 plus benefits. Send resume with names of 3 references by Nov. 1: New England Library Board, 231 Capitol Ave., Hartford, CT 06115.

HEAD, SCIENCE ENGINEERING DEPARTMENTAL PROGRAM in large Bay area university library. A challenging leadership position, exercising a variety of professional skills. Special emphasis on staff development and library outreach programs. Accredited MLS or information science degree, 5 yrs.' professional experience (3 in science reference) required. Academic study in sciences desirable. Salary $1,515-$1,825 monthly, depending on qualifications. Applications close Nov. 15 with position available Jan. 1. For complete job announcement contact: Search Committee Chair, San Jose State University Library, 250 S. Fourth St., San Jose, CA 95192.

MANAGER, MAIN LIBRARY. Administrative position involving responsibility for planning and supervising the operation and services of an urban main library with subject departments and a tradition of research-oriented service. MLS degree and 7 yrs.' relevant professional and administrative work experience required. Experience with automated systems desirable. Salary range $19,981-$25,326. Retirement, hospitalization, vacation, sick leave benefits. Send resume: Joan Collett, Director, St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103. An equal-opportunity employer.

LATE JOB NOTICES CONTINUED ON PAGE 530.

LATE JOB NOTICES CONTINUED FROM PAGE 529.

CHILDREN'S LIBRARIAN. $1,037-$1,266/mo. Municipal library position responsible for children's dept. Plans, participates, and supervises requiring professional ability. MLS + experience in children's librarianship. Applicants with experience in other areas of library work may be considered at later date in the event of future openings. Send resume by Oct. 20: City of Ontario, Human Resources Agency, 217 S. Lemon, Ontario, CA 91761.

PERSONNEL DIRECTOR. Administrative position involving responsibility for planning, organizing, directing, and coordinating personnel activities of urban library with over 300 employees. Formulates operating policy, procedures, and personnel policies; recruits, interviews, hires; administers salary schedule and records. College degree required, preferably in personnel administration. MLS or considerable library supervisory experience highly desirable, or any equivalent combination of experience and education of the above. Salary range $17,708-$22,239. Retirement, hospitalization, vacation, sick leave benefits. Send resume: Joan Collett, Director, St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103. An equal-opportunity employer.

CATALOGER. Immediate opening for library's only cataloger. Required: ALA-accredited MLS and 2-3 yrs.' cataloging experience, preferably in Dewey. Involves some reference duties. Salary $11,000-$13,000. Send letter and resume by Oct. 28: Ronald Powell, College Librarian, Morris Harvey College, Charleston, WV 25304. Equal-opportunity employer.

LIBRARY DIRECTOR, XAVIER UNIVERSITY, CINCINNATI. Position open from Jan. 1-June 1, 1979. Xavier is a private, Jesuit institution with an enrollment of 6,000 in both undergraduate and graduate programs. The director of the library is responsible under the academic vice president for the management and the development of the library. The staff includes 7 professional librarians, 7 clerical assistants, and several part-time assistants. Candidates should have at least 5 yrs.' library administrative experience, possess an ALA-accredited MLS, have an understanding of current library trends and budget procedures, be interested in library development, and be able to communicate effectively within the university. Minimum salary $18,000. Applications, resumes, and supporting documents should be sent: Rev. F. C. Brennan, Academic Vice President, Xavier University, Victory Parkway, Cincinnati, OH 45207. Xavier is an equal-opportunity, affirmative-action employer.

CATALOG LIBRARIAN, (search extended) for medium-sized academic library. Temporary nontenure-track appointment at rank of lecturer, with the possibility of change to prominent tenure-track position after 2 yrs. Chief responsibilities: cataloging of all non-LC monographic records in OCLC data base. Will also be responsible for cataloging of music scores and music sound recordings and revision of filing in public catalog. Requirements include ALA-accredited MLS, minimum of 2 yrs.' current LC cataloging experience, experience with OCLC data base. Music background preferred. Position available now. Salary $12,500. TIAA/CREF, Blue Cross/Blue Shield. Send resume and 3 references before Oct. 31: Administrative Assistant, J. Murrey Atkins Library, University of North Carolina at Charlotte, UNCC Station, Charlotte, NC 28223. An equal-opportunity employer.

FULL-TIME, TEMPORARY FACULTY POSITION. Teach 2 graduate courses: "Services and Programs" and "Media for the Spanish-speaking." Doctorate or substantial work towards a degree with library experience preferably in a public or community college library. Strong consideration given to applicants with teaching experience, work with Spanish-speaking populations, and bilingual abilities. Salary $7,500/academic semester (Jan.-May). Deadline Nov. 17. Send resume: Dr. A. D. Trejo, Search Committee, Graduate Library School, University of Arizona, 1515 E. First St., Tucson, AZ 85719. An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

EXTENSION LIBRARIAN, rural public library. Responsibilities are extremely varied: scheduling bookmobile, conducting outreach programs, serving county jail, cataloging, and reference work. Seeking dynamic, self-reliant person. MLS and interview required. Starting salary $10,032. Resume by Oct. 15: F. Freimarck, Director, Pamunkey Regional Library, POB 119, Hanover, VA 23069.

CAREER OPPORTUNITIES

Guidelines

The American Library Association requires a salary range for all "Positions Open." "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 consecutive issues.

Positions Open or Educational Notices (Please state format desired):

Line-by-line: $2.50/line. ALA institutional members receive 50% off ($1.25/line).
Display: Boxes, larger type, prominent format. $25/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago IL 60611.

Back-page classifieds: For services, sales, merchandise, personals, general announcements. See back page of magazine for details. $4/line.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices

As space permits, late jobs are taken after the general copy deadline has passed. **By phone only, after 10th of the month.** $10/line. ALA-institutional members 10% off. See complete instructions in section.

Address

Place all notices with Connie Pacholski, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

If your institution or organization would like its jobline listed free, send formal authorization to *American Libraries*, LEADS.

ARIZONA Job Hotline: (602) 278-1327. To list a position write: POB 3516, Phoenix, AZ 85030.

BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., Canada V6R 4G6.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Sacramento, CA 95814 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

COLORADO State Library Jobline: (303) 839-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 839-2174. **COLORADO LIBRARIES ONLY.**

CONNECTICUT Valley Chapter, Special Libraries Association. For position openings and to list a position with Employment Clearinghouse: phone Adele Clark (203) 248-9032.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, Supreme Court Building, Tallahassee, FL 32303 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 9 am–2 pm.

METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Mary Jones, Library Planning Office, Council of Governments, 1225 Connecticut Ave., NW, Washington, DC 20036 or phone (202) 223-6800 x344.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Iowa Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LISTINGS ONLY.**

NEW JERSEY Library Association: (609) 695-2121. To list a position phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 687-1352. To list a position: write NYLA, 60 E. 42 St., Suite 1242, New York, NY 10017, or phone (212) 687-6625.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position call: (919) 733-2570.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a position (members and non-members): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelope to Marcia Hershoff, Greenbrier Rd., Greenville, RI 02828. To list a position contact Candace Civiak, Systems Office, Providence Public Library, 150 Empire St., Providence, RI 02903. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a position: write Paul Morton, Ralph M. Parsons Co., 100 W. Walnut St., Pasadena, CA 91124 or phone (213) 440-4044.

UNIVERSITY OF SOUTH CAROLINA College of Librarianship Jobline: (803) 777-8443. To list a position write: Admissions and Placement Coordinator, College of Librarianship, University of South Carolina, Columbia, SC 29208.

VIRGINIA Library Jobline: (804) 355-0384. To list a position write the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

POSITIONS WANTED

MLS 5/78, MA history. Beta Phi Mu. Academic, special, museum, interpretive experience in social sciences, humanities, natural history. Public service, reference, research skills. French, some Spanish. Interested in computer applications, management. Seek academic or special library position in western states. M. A. Robinson, Box 885, Mariposa, CA 95338, (209) 966-2254.

ALASKA LOCATION DESIRED. MLS with experience in public and special libraries-reference, cataloging, selection of materials, interlibrary loan. Seeks position in state of Alaska. Contact: P. Martin, 3069 S. 38th St. #4, Milwaukee, WI 53215.

MLS, GEORGE PEABODY, '78, BA history. Desire entry-level position in academic/public library in reference, technical processing, or circulation. Experience: student assistant 16 months, volunteer work also. Resume: M. O'Neill, 116 Gillette Circle, Springfield, MA 01118.

MLS, '78, BA in Russian, seeks cataloging position in academic library. Reading knowledge of Russian and German. Experience with original cataloging, OCLC, MARC, AACR, LCSH. Will relocate. Resume: M. Kelly, 2716 N. Market, Canton, OH 44714.

INDEPENDENT-MINDED LIBRARIAN with sense of humor, interest in online services, A&I experience, editorial skills, and excellent grammar and spelling is available for full-responsibility position with publisher in Philadelphia/South Jersey area. Part-time or contract work agreeable. Contact: M. Barker, 24E Millside Manor, Delran, NJ 08075.

LIBRARY MEDIA SPECIALIST: ALA-MLS and M. Ed. with excellent record. Experienced in university, public, and school libraries. Seeks position with academic, business, public, or school library. In or within commuting distance from Charlottesville, Virginia. Call (803) 783-0158 or write **Box B-751-W.**

AUDIOVISUAL LIBRARIAN, Ed.S. in instructional technology. MLS. Seeks position in Baltimore-Washington area. 1 yr's. experience, including OCLC print and nonprint cataloging. Also PLATO experience. Variety of AV production skills, including video, film, graphics. **Box B-750-W.**

PH.D. (HUMANITIES), MLS, MA, BS. 3+ yrs.' experience in 2 major university libraries, including conventional and computerized reference services, etc. Looking for public services position with administrative responsibilities. Available immediately. Salary requirement: above average. R. Hock, B3 Windermere Court Apts., Wayne, PA 19087, (215) 293-1390.

ASSISTANT DIRECTOR/DIRECTOR POSITION WANTED. Experienced MLS with strong background in administration, supervision, PR, community programs, and budgeting seeks challenging library position in an active and progressive public library in the East. Available immediately, will relocate, salary negotiable. Contact: A. M. Kleiman, 1775 East 13 St., Brooklyn, NY 11229.

AUDIOVISUAL LIBRARIAN, MLS University of Illinois. 5 yrs.' professional experience in large midwestern university film library including nonprint acquisition, cataloging, circulation, reference, nationwide film distribution, public outreach, planning film programs. Seeks management position in film division of academic or public library or motion picture industry. Reply **Box B-752-W.**

LIBRARIAN seeks reference or any position in academic or public library. Has master's, AB in Spanish and 7 yrs.' experience. Available immediately. Resume sent upon request: C. Thummel, 2856 Monticello Dr., Winston-Salem, NC 27106. (919) 722-0604.

MLS, MA history seeks challenging entry-level position public services/reference/library orientation/archives. Academic, special library. Resume: T. A. Ceravolo, Belvedere Hotel #614, 29 S. State St., Salt Lake City, UT 84111.

MLS UNIVERSITY OF WISCONSIN/MILWAUKEE '78. MST, BME music education and history. Seeking entry-level position in either reference or technical services. 8 yrs.' teaching experience. Preprofessional experience in academic and special museum library. OCLC search experience. Will relocate. Resume: A. Wolter, 2910 E. Bolivar Ave., St. Francis, WI 53207.

CATALOGING PROFESSOR, Ph.D., 14 yrs.' teaching experience, excellent references, widely published, available either in Sept. '78 or Jan. '79. No geographic limitations. Minimum salary $18,000 per academic year. D. J. Lehnus, POB 976, Washington, DC 20044.

RETIRING PUBLIC LIBRARY DIRECTOR desires position as consultant or as an interim public library director. Extensive experience in management, budget preparation, public relations, personnel, building planning. Southeast location preferred. Reply **Box B-749-W.**

MSLS UNC '77 seeks entry level art library or general reference position. BA '76 Mount Holyoke College, art history major. Intermediate French. 2 yrs.' experience with slide collection classification and development. 9 months' experience in zoology library. Willing to relocate. Resume: L. Abrams, 220 McCauley St., Chapel Hill, NC 27514.

PUBLIC LIBRARY PUBLIC SERVICE POSITION. MLS Indiana University, 1978; BA, foreign languages. Preprofessional experience in high school, public, and academic libraries: reference, circulation, serials, OCLC, handicrafts, story-hours. Wish to be involved in reference, selection, adult programming, reader advisory. Available immediately, will relocate. J. Haigh, 4838 Monac, Toledo, OH 43623.

ALA-MLS (University of Illinois) desires position. Strong background in humanities, music. Have had science, humanities, medical reference, cataloging, automation, French, Spanish. Flexible; but prefer small public school library. Write: L. Shelby, Box 3234, Champaign, IL 61820.

"JARVIS-CANNED"

The following librarians, laid off as a result of California's Proposition 13, took advantage of **American Libraries'** "small gesture" (July/Aug., p. 409) and requested to be listed in hopes of finding possible job leads from friends (or would-be friends) who spot their names in **AL.**

Sidney L. Cone, formerly director of technical services, 1280 Casa Vista Dr., Pamona, CA 91768, (714) 629-1043. Will relocate to sunshine-belt states, 2 weeks' notice.

Mary Frances (Donnelly) Johnson, formerly bilingual branch librarian, 1623 Cordilleras Ave., San Carlos, CA 94070, (415) 592-4259. Will relocate to other West Coast areas or take part-time job in Bay Area.

Nancy Christensen, librarian, 261 Woodhams Rd., Santa Clara, CA 95051, (408) 241-2913. Would relocate to the Midwest.

Karen Armor, librarian, 92 S. Fifth St., Apt. 4, San Jose, CA 95112, (408) 292-9650. Would relocate as far east as the Midwest.

Marganne Hungerford, audiovisual librarian, 1990 Apple St., #3, Oceanside, CA 92054, (714) 433-3048. Can relocate anywhere.

Daniel B. Brassell, librarian, (5 yrs.' experience), 8120 Chaz Pl., La Mesa, CA 92041, (714) 466-5902. Will relocate.

Patricia H. Myers, librarian, 17475 Skyline Blvd., Los Gatos, CA 95030, (408) 354-9370. Will commute to San Francisco, Salinas, or points in between, including San Jose or most any south peninsula cities.

EDUCATIONAL OPPORTUNITIES

A NATIONAL INTERDISCIPLINARY CONFERENCE
held in celebration of the new
$12 million library at
Western Illinois University
October 26–28, 1978

"Confronting Today's Avalanche of Information, Communications, and Education."

Library-related and other topics. Some program roles still open.
Exciting speakers and panelists.
A part of National Conference of Educators and Scholars.
Registration $14.

Dr. Jay W. Stein, 403 Stipes Hall
Western Illinois University
Macomb, IL 61455 (309) 298–1528

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant interlibrary loan librarian: responsible for verification of new interlibrary loan borrowing requests, extensive bibliographic searching when required, individual reference interviews, routing of outgoing requests; also provides assistance to interlibrary loan lending operations. Qualifications: ALA-accredited MLS required; knowledge of foreign languages (European or Slavic preferred), experience with academic interlibrary loan operations, and familiarity with OCLC desirable. Salary $11,000+ depending on qualifications; faculty status at the rank of assistant librarian. **Target date for applications Oct. 31.** Submit resume: Ms. M. E. State, University Libraries Personnel Officer, **SUNY/Buffalo, 434 Capen Hall, Amherst, NY 14260.** An equal-opportunity, affirmative-action and Title IX employer.

Assistant readers' services librarian. Varied responsibilities include reference duties Monday through Thursday, 6 p.m.–10 p.m. Library orientation and instruction, book selection, and preparation of reference guides. ALA-accredited MLS. Desire applicants with graduate degree and/or undergraduate major in biological sciences and some familiarity with online bibliographic searching. Faculty status with rank of lecturer, beginning salary $11,000 for 12-month contract (with 23 days vacation). Option of TIAA/CREF or state retirement plan. BC/BS available. **Apply with letter and resume by Nov. 15:** Eugene W. Huguelet, Director, **Randall Library, University of North Carolina at Wilmington, Wilmington, NC 28403.** Equal-opportunity, affirmative-action employer.

Assistant reference librarian. Responsible for ERIC and other computer searches. Work at reference desk, and orientation assignment will also be expected. The reference area consists of 5 professional librarians and 3 staff members. Person must have an MLS and an additional degree or strong background in education and computer science. Must have 3–5 yrs.' experience in a college or university reference department. Salary based on qualifications and experience, $11,000–$12,500 for 9 months. Library faculty have full faculty status including faculty rank. **Deadline for accepting applications will be Nov. 30.** Appalachian State University, located in the beautiful Blue Ridge Mountains of northwestern North Carolina, has a student enrollment of 8,000 and more than 500 on the faculty. Send resume: Richard T. Barker, University Librarian, **Appalachian State University, Boone, NC 28608.** An equal-opportunity, affirmative-action employer.

Bibliographic instruction instructor. Search reopened. Duties include development and presentation of course-related instruction in use of library materials in conjunction with teaching/library faculty; some additional reference assignments. Required: ALA-accredited MLS and at least 2 yrs.' recent experience in bibliographic instruction and academic libraries. Additional subject matter preparation preferred. Salary range $10,000–$12,000. **Application deadline Oct. 15.** Send resume: Search Committee, **Kent Library, Southeast Missouri State University, Cape Girardeau, MO 63701.** Southeast Missouri State University is an equal-opportunity, affirmative-action employer.

Catalog librarian, catalog information. Responsible for service at catalog information desk and part-time original cataloging. Experience with LC cataloging, OCLC system desirable. Ability to interpret catalog to students essential. Background in science and/or reading knowledge of German/Russian preferred. Ability to supervise paraprofessional and clerical staff. Accredited MLS required. Salary $13,800+ depending on qualifications. **Deadline for applications Nov. 15.** Send resumes: Bryant H. Jackson, Associate Director, **Illinois State University, Normal, IL 61761.** An equal-opportunity employer.

Catalog librarian, Georgia State University. Cataloging and classification of monographs in all subject areas with major emphasis in field of social sciences and in all languages. Depending on ability of individual, movement into cataloging of nonbook materials as rapidly as possible. Other duties include revising filing and resolving conflicts in card catalog, may involve revising cataloging, and other duties as necessary. Qualifications: ALA-accredited MLS, fluent use of English, ability to catalog in Romance and Germanic languages, experience with OCLC preferred. Faculty rank (12-month appointment). Salary $11,300–$12,800 depending on experience. **Apply by Nov. 1:** Carolyn Robison, Associate University Librarian, **Georgia State University, 100 Decatur St., S.E., Atlanta, GA 30303.** An equal-educational and employment-opportunity institution.

Catalog librarian. Responsible for original cataloging of monographs, including rare books and theses. Supervision of department in absence of the head, and some training of paraprofessionals: ALA-accredited MLS and knowledge of at least 2 foreign languages. At least 2 yrs.' original cataloging experience and knowledge of computer applications. Library is in NELINET/OCLC. 12-month appointment, salary range $12,000–$14,000, liberal fringe benefits, faculty status. **Send resume and references by Oct. 17:** Barbara Gay, Head, Catalog Dept., **Bailey Library, University of Vermont, Burlington, VT 05401.** An equal-opportunity, affirmative-action employer.

Cataloger. Responsible for all cataloging activities and supervision of technical processing department. Library is a member of AMIGOS Bibliographic Council and OCLC. Qualifications: ALA-accredited MLS. Some cataloging experience preferred. Working knowledge of LC classification and at least one foreign language. Salary $10,000 minimum, depending on qualifications and experience. Faculty status, TIAA, 20 days vacation. Position open immediately. Contact: Joe W. Specht, **Jay-Rollins Library, McMurry College, Abilene, TX 79605.**

Cataloger. Responsible for original cataloging of nonprint materials and monographs in a department responsible for original cataloging. ALA-accredited MLS and 3 yrs.' cataloging experience using LC classification and subject headings required. Prefer knowledge of foreign languages and music cataloging. Salary range $13,000–$15,000. Faculty rank, 12-month appointment, TIAA/CREF, health insurance, usual benefits. **Send resumes and names of 3 references by Oct. 31:** H. Lea Wells, Personnel Librarian, **University of Tennessee Library, Knoxville, TN 37916.** UTK is an equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Cataloger. Search reopened. Hampshire College, a private undergraduate college in Amherst, Mass., seeks a cataloger to manage the organization of library materials in all media. Collection includes nonprint media. Librarian may also work in reference and assist in selection of materials for the collection. Supervises small nonprofessional staff. ALA-accredited MLS and at least 3 yrs.' LC cataloging experience required; supervisory experience and experience in use of OCLC system also required. Salary $11,000–$13,000 depending on qualifications; excellent fringe benefits. Position available immediately. **Apply with resume by Oct. 30:** Gai Carpenter, Director, **Harold F. Johnson Library Center, Hampshire College, Amherst, MA 01002.** An equal-opportunity, affirmative-action employer.

Data processing librarian. Reports to director of libraries and carries out assignments in accordance with priorities established by director. Participates in review and analysis of operating systems. Works closely with research and planning librarian, department heads, and staff. Responsible for recommending and applying technology to improve library systems and services. Writes computer programs where required. Provides liaison with university data processing centers. Participates in development of inter-institutional systems and networks. Minimum requirements: ALA-accredited MLS. 2 yrs.' successful experience with university library systems work. Ability to write programs in common computer languages. Demonstrated ability to

REFERENCE LIBRARIAN
(Assistant Librarian or Affiliate Librarian Rank)

IU campus with extensive transfer programs seeks person to supervise reference services and related collection development, coordinate interlibrary loan, perform library instruction, prepare bibliographies on request, and provide general assistance to the director. Complete job description available on request. Must have ALA-accredited MLS, library experience in public services position desirable. Salary $11,000–$12,000. Liberal fringe benefits. ***Send letter of application, resume, and transcripts by Oct. 22:***

Terence F. Sebright, Director, LRC, Indiana University East, 2325 Chester Blvd., Richmond, IN 47374, (317) 966-8261 x326.

Indiana University is an equal-opportunity, affirmative-action employer.

CHIEF EDITOR
NICSEM

A major project at the University of Southern California is seeking an individual for the position of Chief Editor.

Duties: Establish review criteria and supervise large editorial staff in the examination of educational materials information particularly appropriate for a special education data base.

Qualifications: 3-5 yrs.' experience in writing, editing, developing learner objectives for instructional materials, understanding of thesauri procedures and operation, and data base management. Background in journalism very helpful. Excellent communications skills a must. Special education and data processing background experience a big plus too.

Educational Requirements: Related bachelor's degree and master's level in English, library science, special education, journalism, or related field highly desirable. May substitute extensive experience for second degree.

Salary: $17,000–$21,000

Submit resume:

Philip J. Kromnick
University of Southern California
(NICSEM)
University Park (RAN) 2nd Floor
Los Angeles, CA 90007

An equal-opportunity employer.

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work closely and communicate effectively with library staff. Desirable: experience in directing design and implementation of data processing applications. Salary $16,000–$20,000. 12-month appointment with faculty rank, status, and benefits, including TIAA. **Closing date for receipt of applications Oct. 15** with appointment as soon thereafter as possible. Send resume and names of 3 references: Leo W. Cabell, Chair, Search Committee, **University of Colorado Libraries, Boulder, CO 80309.** University of Colorado is an equal-opportunity, affirmative-action, Section 504 employer.

Dean of library services, Indiana State University. The dean of library services reports to the academic vice president, and has principal administrative responsibility for library operations and services in a major state institution with 700 faculty and 11,000 students. The library, which is housed in a new building, has a collection of 750,000 books, and an operating budget of $1,600,000 and a staff of 77, including 31 professionals. The acquisitions, cataloging, and circulation departments are part of an expanding automated system. Qualifications: MLS or equivalent from ALA-accredited school required, with an earned doctorate preferred. Applicants should demonstrate: 1) progressively responsible administrative experience; 2) leadership and human relations skills; 3) continuing professional growth; 4) thorough knowledge of all academic library services, including understanding of library computer applications. Salary: $30,000 minimum. **Application deadline: to insure consideration, applications should be postmarked by Dec. 15.** Send nominations and applications with resumes and names and addresses of 3 references: O. Gene Norman, Chairperson, Search Committee for Dean of Library Services, **Cunningham Memorial Library, Indiana State University, Terre Haute, IN 47809.** Indiana State University is a committed equal-opportunity, affirmative-action employer.

Division head, circulation services, San Francisco State University Library. Duties include serving as technical advisor to director on all aspects of computer applications to libraries, initiating and preparing grant proposals, and, under associate director, managing and supervising circulation services division. Requires MLS, subject MA preferred and minimum 4 yrs.' experience at associate librarian level. Managerial abilities and knowledge of computer applications to library functions important. Classification: librarian. Salary range $19,944–$24,060. **Applications must be postmarked on or before Nov. 20.** Send resume, transcripts (undergraduate/graduate): Circulation Services Search Committee, Office of the Library Director, **San Francisco State University Library, 1630 Holloway Ave., San Francisco, CA 94132.** An equal-opportunity, affirmative-action employer.

Documents librarian for health sciences. Responsibilities: production of MEDOC (computerized documents index), some reference. MLS required, experience desirable. Salary minimum $11,750. **Deadline Nov. 1.** Write: Priscilla M. Mayden, Director, **Spencer S. Eccles Health Sciences Library, University of Utah, Salt Lake City, UT 84112.** An equal-opportunity, affirmative-action employer.

Engineering librarian. Manages 56,000-volume branch with the assistance of 1 clerk and several students. ALA-accredited degree required. Engineering or computer science, reference experience, and facility in data base searching and foreign languages desirable. Salary from $11,000 depending on qualifications. Send letter of application, resume, and placement file or 3 letters of reference **by Oct. 27:** Dave Dowell, **Perkins Library, Duke University, Durham, NC 27706.** An equal-opportunity employer.

Government publications/maps librarian. Immediate opening for individual with MLS and at least 2 yrs.' relevant reference experience with government publications. Experience or familiarity with maps desirable. Ability to communicate effectively in both oral and written forms. Must have supervisory ability and be willing to work a flexible schedule. The government publications/maps librarian is responsible for the planning, organization, and administration of the total range of services offered by the department, including processing, reference services, and development of the collection. Excellent benefits. Salary $15,300. Send resume including work history, salary requirements, examples of written works, and letters of reference from at least 3 persons having knowledge of your professional qualifications: Eileen Holahan. **The Johns Hopkins University, 146 Garland Hall, 34th and Charles Sts., Baltimore, MD 21218.** An equal-opportunity employer, M/F.

Head, reference and instructional services, College Library, UCLA. This vacancy envisages an appointment embracing 3 areas of responsibility: 1) public service and library instruction; 2) bibliographic control of collections and their organization for use; 3) selection and collection development of resources. Specific assignments will be tailored to meet instructional needs and individual interests and strengths. Qualifications: ALA-accredited MLS. Strong background in public service and library instruction (as evidenced by several years of progressive professional experience). Demonstrated management skills. Experience and/or training in the use and application of media for instructional purposes desirable. Hiring salary $15,000–$18,588 depending on qualifications. Position open Jan. 1, 1979. **Apply before Nov. 15:** Anthony Greco, Assistant University Librarian, **UCLA, Los Angeles, CA 90024.** UCLA is an equal-opportunity, affirmative-action employer.

Instructor, assistant documents cataloger. Catalog and classify government documents from local, state, national, foreign, and international sources in accordance with classification system designed for use at the Oklahoma State University Library. Rotate tours of reference duty with 2 other documents librarians. Supervise the documents microforms area. Serve on library committees at the request of the university librarian. ALA-accredited MLS required. Health and accident insurance, free life insurance, TIAA and state retirement plan. Faculty rank. 40-hour week, 22 working days vacation. Salary $9,600 for 12-month contract. **No applications accepted after Nov. 15.** Send resume and 3 references: Norris K. Maxwell, Assistant Librarian, **Oklahoma State University Library, Stillwater, OK 74074.** An equal-opportunity, affirmative-action employer.

Librarian, education library coordinator in the Educational Resources Center. Responsible to the director of the ERC for the activities, services, and personnel, including 3 professional librarians. Responsible for liaison between the ERC library and the university library administration, and for implementation of university library policy. Coordinates all ERC library activities, giving guidance and direction as required. Shares professional activities with the staff, e.g. reference service, online bibliographic searching, library orientation, bibliographic instruction, and collection development. ALA-accredited MLS required. 3 yrs.' post-MLS library experience required. Administrative experience necessary. Library and/or teaching experience at the elementary, secondary school, or college level necessary; should include audiovisual background and experience. Familiarity with curriculum guides and materials and/or young adult literature. Some exposure to online automated systems. Should be highly public-service oriented. Faculty status; assistant professor rank. Salary $16,500 for 12 months. Excellent fringe benefits. A 2-yr. temporary (term) appointment. May be renewed. Position available immediately. **Send letter of application, resume, and academic credentials by Oct. 25:** Carl H. Sachtleben, Director of Libraries, **Western Michigan University, Kalamazoo, MI 49008.** An equal-opportunity, affirmative-action employer.

Library director, Southeast Missouri State University. Search reopened. The director is responsible for providing educational and administrative leadership within the university community for the role of the library as supportive of the university's instructional and faculty development programs and as an agent within the public service responsibility of the university. Administratively responsible for all library operations including budget recommendations, personnel, planning and coordination of technical services, public services, and media services. Acts as department chairperson for library faculty and reports to the vice president for academic services. Minimum requirement: ALA-accredited MLS and second master's degree or active doctoral candidacy. Preferred: doctorate and 10 yrs.' academic library experience, 5 of which are in library administration. Candidates must show evidence of the following: understanding of the library as supportive of the instructional program; awareness and knowledge of current methods and issues within librarianship; significant professional and scholarly activities; alertness and openness to developing new role of libraries within university instructional support systems and as members of library network systems at the regional, state, and national levels; commitment to the public service responsibility of the university to it's service area. Salary within $22,000–$26,000 range, depending on qualifications, for 12-month appointment. **Application deadline Oct. 15.** Send letter of application; vita, including your phone number; names of 3 references, their phone numbers; and, if available, placement file and/or academic transcript (unofficial copies will suffice): Chairperson, Library Director Advisory

CURATOR
POETRY AND RARE BOOKS COLLECTION

Responsible for administration of university libraries' collections of contemporary American and English poetry (collection includes approximately 60,000 volumes and over 2,000 periodicals), manuscripts, and rare books. Duties include: development, organization, preservation, and service of the collections; preparation of guides and exhibits; and reference service including extensive correspondence. Requirements: graduate degree in English/American literature and ALA-accredited MLS, or equivalent combination of education and experience; extensive knowledge of modern literature; familiarity with specialized book dealers, small presses, and management of special collections; at least 5 yrs.' relevant experience with collection and care of rare books and manuscripts. Candidates must have ability to work well with bookmen, poets, scholars, students, and donors. Mature judgment and ability to undertake the responsibility for an internationally significant research collection are also essential. Salary $22,000+ depending on qualifications plus excellent fringe benefits. Faculty status at the rank of associate librarian/librarian.

Please send resume:

Ms. M. E. State
University Libraries Personnel Officer
SUNY/Buffalo
434 Capen Hall
Amherst, NY 14260

An equal-opportunity, affirmative-action and Title IX employer.

Committee, **Kent Library, Southeast Missouri State University, Cape Girardeau, MO 63701.** An equal-opportunity, affirmative-action employer.

Life sciences librarian. Responsible for operation of 125,000-volume library serving the schools of agriculture and department of biological sciences. Involves administrative duties, collection development, liaison work, and supervision of 2 professionals and 7 clerical assistants. Develops policies for service, resources, and facilities. Desired qualifications: ALA-accredited MLS; second master's in agriculture, biological sciences, or related areas desirable; a record of successful experiences in management of library in agriculture/science/technology fields; experience with or knowledge of computer based information retrieval systems. Faculty status and responsibilities. Salary $18,000 or more depending on qualifications. **Deadline for applications Nov. 1.** Send resume and list of references: Personnel Officer, **Libraries/Audio-Visual Center, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Media librarian. Primarily responsible for assisting faculty in the identification, selection, and procurement of films, videotapes, filmstrips, and other media. Supervises overall operation of the Film Service. Performs research into the availability of films and specific media products. Prepares annotated bibliographies. Coordinates preview, rental, and purchase recommendations for media. Minimum qualifications: MLS with demonstrated interest or formal background in film appreciation and/or media courses. Several yrs.' relevant professional experience, or 1 yr's. relevant professional experience and a second master's or comparable advanced studies. Preferred qualifications: minimum qualifications and several yrs.' experience in curriculum-oriented film reference and bibliographic work. Knowledge of film bibliographic tools, academic, educational, and commercial sources extremely useful, i.e. in-depth knowledge of media software. Salary for 12 months $13,000–$15,000 range with generous state of Ohio fringe benefits. Starting Dec. 1, 1978 (negotiable) **with Nov. 1 closing date for applications.** Send resume and 3 letters of reference: Brian Ruddick, Chair, Search Committee, **University Libraries, Cleveland State University, Cleveland, OH 44115.** An equal-opportunity employer, M/F/Handicapped.

Planning/architecture reference librarian. Responsible to the head of reference/documents, main library. Provides general reference service with specialization in planning and architecture. Responsibilities include bibliographic instruction for researchers in the Graduate School of Planning and School of Architecture. Participates in collection development and online information retrieval. ALA-accredited MLS. Prefer advanced degree in planning or architecture or one in a closely allied discipline such as political science, geography, or economics. Related reference experience and training and information retrieval are desirable. Faculty rank, 12-month appointment, TIAA/CREF, health insurance, usual benefits. Salary range $11,500–$13,500. **Send resume and names of 3 references by Oct. 31:** H. Lea Wells, Personnel Librarian, **University of Tennessee Library, Knoxville, TN 37916.** UTK is an equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Reference/bibliographer - English and American literature. Reports to the head, reference department for general reference duties which include assigned desk duty, and is responsible for specialized reference and bibliographic services in English and American literature; responsible to the associate director of libraries for the selection of materials and collection development. These responsibilities are split on an annual basis. Requirements: ALA-accredited MLS, master's degree in English, minimum 3 yrs.' experience in collection development in literature, minimum 3 yrs.' general reference experience, experience in library instruction. Preference will be given for experience with online searching techniques and knowledge of a Western European language. This 12-month, tenurable appointment with academic rank is available Jan. 1, 1979. Faculty perquisites include TIAA/CREF, liberal vacation and sick leave benefits. The salary range is $13,000–$15,000. Include in letter of application a resume with the names of 3 references with titles, addresses, and telephone numbers. **Apply by Nov. 15:** Mildred Nilon, Chairperson, Search Committee, **University of Colorado at Boulder Libraries, Boulder, CA 80309.** The University of Colorado at Boulder is an equal-opportunity, affirmative-action, Section 504 employer.

Reference librarian. Provides service in general library to undergraduates, graduate students, and faculty members with emphasis on humanities and social sciences. Liaison work with faculty. Participates in collection development. Desired qualifications: ALA-accredited MLS; 2 yrs.' or more professional academic library reference experience; second master's degree in humanities or social sciences highly desirable; reading knowledge of at least one modern European language. Faculty status and responsibilities. Salary $12,000 or more depending on qualifications and experience. **Deadline for applications Nov. 1.** Please send resume and list of references: Personnel Officer, **Libraries/Audio-Visual Center, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Reference librarian, special collections department, Mississippi State University. Bachelor's degree in history or social sciences. ALA-accredited MLS. 2 yrs.' experience in a university library preferred. Knowledge of/or willingness to learn Mississippi history essential. Major assignment to provide reference service for collection (includes Mississippiana, rare books, university archives and manuscripts). Additional assignments include collection development and maintenance, supervisory responsibilities, and public relations. Faculty status. Fringe and retirement benefits. Position open Sept. 1, 1978. Position to be filled by Dec. 1. Salary $12,000–$12,600 depending on qualifications and experience. Send resume and references: George Lewis, Director of Libraries, **Drawer 5408, Mississippi State, MS 39762.** Mississippi State University is an equal-opportunity employer.

Reference librarian, University of Utah. Performs general reference services including desk coverage, bibliographic instruction, collection development in psychology and sociology, and computer-based reference searching. ALA-accredited MLS, undergraduate degree or second master's in psychology and sociology, computer experience preferred. Salary minimum $11,000, academic rank of affiliate librarian. Health insurance and TIAA/CREF or Utah State Retirement paid by university. Other fringe benefits including 25 days vacation. **Deadline date Nov. 1.** Send resume naming 3 references or placement file address: Winnifred Margetts, Personnel Officer, **Marriott Library, University of Utah, Salt Lake City, UT 84112.** An equal-opportunity, affirmative-action employer.

Serials librarian with faculty rank of instructor. Full responsibility for all activities of the serials department including supervision, scheduling, and training of staff members to accomplish ordering, claiming, and operation of Kardex and order files. Work closely with subject librarians in building serials collection. Monitor and report serials expenditures. Compile monthly serials statistics. Prepare correspondence regarding serials matters. On or about July 1, 1979, bindery preparation will become part of the serials department. Serve as assistant acquisitions librarian and perform such other duties as required by the acquisitions librarian. Serve on library committees and accept other professional responsibilities. ALA-accredited MLS. Experience in serials work required. $10,000–$12,000 for 12-month appointment. Social Security, health and accident insurance, free life insurance, TIAA and state retirement plan, faculty rank, 40-hour week, and 1-month vacation. Open Jan. 1, 1979. **No applications accepted after Nov. 15, 1978.** Send application and resume with names of 3 references: Norris K. Maxwell, Assistant Librarian, **Oklahoma State University Library, Stillwater, OK 74074.** An equal-opportunity, affirmative-action employer.

LIBRARY EDUCATION

Assistant professor, media education. Teaching in area of school library/IMC administration, technical and reference services. Earned doctorate in library science, media, or curriculum. Accredited MLS. Public school library/IMC administration experience at the building level. Salary range $12,500 (academic year) or higher depending on qualifications and experience. Appointment effective Jan. 2, 1979. **Apply by Oct. 15:** Dean Robert T. Alciatore, College of Education, **Florida Atlantic University, Boca Raton, FL 33431.** FAU is an equal-opportunity, affirmative-action employer.

Faculty position. Tenure-track position beginning Jan. 1979. Doctorate in library/information science, or in a related discipline with an MLS. Background in library automation/systems analysis highly desirable. Teaching and academic or special library experience preferred. Assistant professor rank with salary beginning at approximately $16,000 for 9 months, with possible additional compensation for summer teaching. Send resume and references: Leslie H. Janke, Director, Division of Library Science (GS79–1), **San Jose State University, San Jose, CA 95192.**

LAW LIBRARY

LAW LIBRARIAN
MILWAUKEE COUNTY

Responsible for the maintenance and management of the Milwaukee County Law and Reference Library. Duties include providing reference information and materials to judges, county supervisors, and other county personnel.

We are searching for a qualified individual who has an ALA-accredited MLS and 2 yrs.' experience as a professional librarian, preferably in a law library and after completion of the master's degree in library science. Possession of an accredited law degree (J.D. or LL.B) preferred. Law degree may be substituted for the required experience. Monthly salary range $1,449–$1,689. Competitive benefits.

Civil Service application forms must be on file in our office before Oct. 26, 1978 and are available from:

Milwaukee County Civil Service Commission, Courthouse Room 210, 901 N. 9th St., Milwaukee, WI 53233, (414) 278-4161.

We are an equal-opportunity employer, operating under an affirmative-action plan and encourage qualified minorities and women to apply.

Library school faculty - director of professional development studies. Responsible for direction, coordination, and operation of established program in continuing education of librarians and information scientists. Other responsibilities include teaching in MLS program, supervision of placement services, and assisting students with details of state certification. Position open Jan. 1, 1979. Minimum salary $18,200. MLS + professional experience required. **Send letter of inquiry and resume by Oct. 16:** Dean Thomas H. Mott, Jr., Graduate School of Library and Information Studies, **Rutgers The State University of New Jersey, New Brunswick, NJ 08903.** Equal-opportunity, affirmative-action employer.

Specialist in automation/information systems. PhD required; degree candidates will be considered. The requirements may be met by: a library degree from ALA-accredited school at master's or doctoral level, and a subject degree at the master's or doctoral level in an area such as computer science or appropriate discipline; candidacy status will be considered. The successful applicant will have demonstrated experience in automated information processing in a library or information center, and in computer programming and information processing machinery; a successful record of teaching, research, and publication in an institution of higher learning. Capability of online data base searching and understanding of computerized information services are desirable qualifications. The successful applicant will be expected to teach introduction to library automation/information science, and library information systems, and to develop additional courses in the areas of online data base searching, library automation, and information systems. The successful applicant can expect to be involved in the continued development of an innovative curriculum to reflect the school's emphasis on automated information systems in its programs. The state of automation/information services in Oklahoma is rapidly expanding. The successful applicant will be expected to take an active statewide role in the development of those systems. Appointment of assistant professorship, salary $17,500 (9 months). Position available Aug. 1979; summer 1979 teaching may be available. **Application closing date Dec. 15, 1978.** Send complete vita with at least 3 references: Dr. James S. Healey, Director, **School of Library Science, University of Oklahoma, Norman, OK 73019.** The school encourages women and minority group members to apply. The University of Oklahoma is an equal-opportunity employer.

MEDICAL LIBRARY

Library director I. The University of North Dakota Medical Library is seeking a person with an MLS and 3-5 yrs.' experience in a medical library setting. Position requires extensive knowledge of professional library techniques, systems, and procedures, particularly as apply to medical/academic setting. Ability to plan, organize, and direct a statewide medical library system supportive of the AHEC concept and the innovations is desirable. Salary $1,619–$2,169/month. **Deadline for applications Oct. 23.** Send applications and resume: Personnel Services, Box 8010, University Station, **University of North Dakota, Grand Forks, ND 58202.** An equal-opportunity employer.

NETWORK

Network librarian. Immediate opening. Statewide network, beginning salary to $14,000 depending on qualifications. Work with libraries using OCLC and Union List of Serials and other network projects. Travel required, car essential. Minimum requirements: accredited MLS; 3 yrs.' cataloging experience; experience with MARC, AACR, and online cataloging. Ability to communicate effectively and to work in team environment. Health and life insurance benefits. Send resume and references: Barbara Evans Markuson, Executive Director, **Indiana Cooperative Library Services Authority (INCOLSA), 1100 W. 42nd St., Indianapolis, IN 46208, (317) 926-3361.** An equal-opportunity employer.

PUBLIC LIBRARY

Acquisitions coordinator. Responsible for the administration and management of the acquisitions department and direction and coordination of collection development for the entire library system (18 branches). Plan and direct acquisition activities including ordering, receiving, vendor selection, correspondence, claims, encumbrances, expenditures, etc. Supervise, train, and evaluate performance of departmental staff. Plan and implement centralized acquisition services for 16 municipal libraries within the county. Work cooperatively with branch and department heads to formulate written guidelines for collection development and oversee their implementation. ALA-accredited MLS required + 3 yrs.' professional experience in acquisitions and collection development. Salary $14,996–$18,220. **Send resume by Oct. 15:** Ms. J. Norfleete Day, Associate Director for Technical Services, **Birmingham Public Library, 2020 Park Place, Birmingham, AL 35203.** Equal-opportunity, affirmative-action employer.

Associate director. In charge of central library, Birmingham Public Library. System consists of central library and 18 branches, 4 bookmobiles, 180 employees; current budget $3 million. New 200,000 sq. ft. central library to open in 1981. Applicants must have ALA-accredited MLS. Minimum 5 yrs.' public library experience, with at least 2 yrs.' administrative responsibility. Prefer individual with liberal arts background. Salary range $18,220–$22,152 + paid health and life insurance, matching pension, and FICA. **Submit resume and references prior to Nov. 1:** George R. Stewart, Director, **Birmingham Public Library, 2020 Seventh Ave. North, Birmingham, AL 35203.** An equal-opportunity, affirmative-action employer.

Bookmobile librarian for public library system in southeastern Ohio. Provide bookmobile service to one rural county with headquarters in Pomeroy, Ohio. Salary range $10,000–$13,048; excellent fringe benefits. ALA-accredited MLS required, experience desirable. Send resume: **Ohio Valley Area Libraries, 107 West Broadway, Wellston, OH 45692.** An equal-opportunity employer.

Branch head. Overall responsibility for the operation of branch library, new 15,000 sq. ft. building under construction. Supervise activities of a professional and clerical staff of 6; select books and other materials; work with public; initiate, plan, and coordinate programs; make community contacts and participate in community activities. MLS. Desirable experience: 2 yrs. in professional library work, including branch work and some supervisory experience. Salary $13,500–$15,000, entrance above the beginning step dependent on experience. Excellent fringe benefits. Contact: Director, **Saginaw Public Library, 505 Janes, Saginaw, MI 48605.**

Branch librarian. MLS + 3 yrs.' professional experience including some inner-city work. Responsible for all age level service. Supervise 2 nonprofessional staff. Starting salary $12,876. Interview necessary but travel expenses not reimbursed. Send resume: Herbert G. Eissman, Personnel Office, **St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103.** An equal-opportunity employer M/F.

Children's librarian. $8,500, usual benefits. Heterogeneous population. Must be eligible for New Jersey certification. Must be interested in getting kids to read. Write: Marvin H. Scilken, Director, **The Orange Public Library, Orange, NJ 07050.**

Boston Public Library
ASSISTANT DIRECTOR
(for Research Library Services)

Responsible for the planning, development, and administration of all activities of the research library. These activities include the development and maintenance of library resources, selection and training of staff, as well as organization and supervision of all forms of reader services. As a senior officer of the library administration, the assistant director participates in administrative policy making and advises and assists the director of the library in the development and implementation of total library policies and programs.

Minimum qualifications: Bachelor's degree from an accredited college or university, an ALA-accredited MLS, plus an advanced degree(s) in the humanities and/or social sciences. 10 yrs.' appropriate experience in a major academic or research library, with at least 5 yrs.' at an administrative level. Salary minimum $25,000.

Applications will be received until Oct. 31:

Director's Office
Boston Public Library
Copley Square
Boston, MA 02117

The Boston Public Library is an equal-opportunity employer.

Children's librarian to head department. Population served 28,000. MLS and 2 yrs.' experience. Starting salary $10,000. 1-month vacation. Blue Cross, Blue Shield. Professional leave with expenses. Start immediately. Beautiful southern Ohio in growing community. Brand new library opened September. Contact Jonathan E. Louden, Librarian, **Dr. Samuel L. Bossard Memorial Library, 641 Second Ave., Gallipolis, OH 45631, (614) 446-0642.**

Circulation/membership librarian. Department head to oversee the continuing development of an automated circulation system with an annual circulation of over 2,500,000 and implementation of a countywide system. Provide leadership in directing and coordinating circulation procedures for Birmingham Public, its 18 branches and 4 bookmobiles, along with 16 cooperating county libraries. Applicants must have ALA-accredited MLS with a minimum of 3 yrs.' library experience demonstrating knowledge of library operations, techniques, and practices including automation and organizational management. Also experience in systems evaluation techniques and automation and/or successful work experience in systems analysis. Salary range $14,996.80–$18,220.80 + paid health and life insurance, matching pension, and FICA. Submit resume and references: George R. Stewart, Director, **Birmingham Public Library, 2020 Park Place, Birmingham, AL 25303.**

FILLED

Coordinator of children's services. Performs responsible professional librarian work in coordinating, advising on, and evaluating children's library activities in a library system serving 184,000, with main library and 4 branches. MLS and a minimum of 2 yrs.' experience in children's work. Salary $13,500–$15,000 (starting salary depends on experience). Excellent fringe benefits. Contact: Director, **Saginaw Public Library, 505 Janes, Saginaw, MI 48605.**

Head librarian. Public library serving county seat of 13,000 and surrounding area. Member of regional library federation. Very high level of per capita support. 1979 budget $200,000+, including 11 FTEs. Building completed in 1969. ALA-accredited MLS required. Experience in administration desirable. Salary negotiable, $13,500+. Liberal fringe benefits. **Applications close Dec. 1.** Send resume, including current references: Richard McNamara, Search Committee, **Red Wing Public Library, Red Wing, MN 55066.** An equal-opportunity, affirmative-action employer.

Library director. Dynamic, creative, experienced individual sought for growing northern New Jersey public library of 23,000 volumes and a staff of 9. MLS required, administrative experience is desirable. Salary is negotiable, in the upper teens depending on qualifications and experience. Send resume and request for application: Peter Gattone, Personnel Committee, **Randolph Township Free Public Library, 526 Millbrook Ave., Randolph, NJ 07801.**

Library systems analyst, Rochester (N.Y.) Public Library (Monroe County Library System). Supervision and development of data processing operations for city/county system serving 700,000. MLS + 2 yrs.' data processing experience. Salary $16,470–$19,393, pending reclassification. Reply: Rodney Perry, Associate Director, **Rochester Public Library, 115 South Ave., Rochester, NY 14604.** An equal-opportunity employer.

Media your horizon? Some library science travel? Like programming, puppetry, theatre, branching out? Bring your Montana sky, Arizona desert, California forests to Ohio with you. Sapling $10,000; seasoned redwood, relative. **Upper Arlington Public Library, 2800 Tremont Rd., Upper Arlington, OH 43221.**

Science & technology librarian. Department head for a 38,000-vol. collection. Plans, administers, and coordinates departmental functions; personnel, budget, collection, and services. Ability and desire to become acquainted with the needs of the business, manufacturing, and professional community and contribute to this department meeting those needs. Applicant must have ALA-accredited MLS with a minimum of 3 yrs.' library experience; an undergraduate and/or graduate degree in an area related to job responsibility and a working knowledge of one or more of the large disciplines within the department. Salary range $14,996.80–$18,220.80 + paid health and life insurance, matching pension, and FICA. Submit resume and references: George R. Stewart, Director, **Birmingham Public Library, 2020 Park Place, Birmingham, AL 35203.**

System director for 5-county public library system (29 member libraries, 2,500 sq. miles, 283,000 population) headquartered in Ithaca, N.Y., home of Cornell University. Position requires administrative, financial, and communications skills and a demonstrated record of creative services to library patrons. Offers opportunity for professional and personal growth and a chance to exercise leadership skills in dealing with librarians, support staff, trustees, government officials, and a diverse general public. Qualifications: accredited MLS, eligibility for NYS Public Librarian's Professional Certificate and 8 or more yrs.' professional library experience, including 2 or more yrs. in administration. Starting salary in the low $20s, depending on qualifications. Benefits: NYS retirement system, Social Security, and health insurance. Position available on or about March 1, 1979. Apply with letter of interest and resume, including employment references, **no later than Nov. 15, 1978:** Ellen M. Bonn, President, **Finger Lakes Library System, POB 219, Ithaca, NY 14850.**

SPECIAL LIBRARY

Information specialist, Corporate Technical Library, The Upjohn Company. Accountable for provision of information services, either on demand or as a continuing service to management and technical staff. Services include, but are not limited to: data delivery & reference, retrospective literature searching, current literature alerting, and user education/liaison. Both internal & vendor supplied data bases are utilized. The information specialist keeps informed of current Upjohn research activity, anticipates user information needs, and helps plan and implement services designed to meet them; helps increase visibility of the Corporate Technical Library and utilization of its information services; keeps informed of developments in information science, new information resources and techniques for their utilization. The Corporate Technical Library collection contains 20,000 books, 30,000 bound journals, and 1,300 current periodical subscriptions. It serves a research staff of 1,500 with a budget over $1 million. The Upjohn Company is located in Kalamazoo, a medium-sized southwestern Michigan university city with excellent cultural/recreational opportunities. Qualifications: BS or BA in science; MA or MS in library/information science or MS in science; 1–4 yrs.' information-related experience, preferably in a biomedical environment. A trained & experienced searcher of scientific bibliographic data bases, someone skilled in general reference practice with current knowledge of, and ability to utilize effectively, medical, biological, and chemical reference tools is required. Salary $16,500–$24,800 or $19,100–$28,700 depending on level at which position is filled. Excellent benefits. Apply: Don King, **The Upjohn Company, 7171 Portage Rd., Kalamazoo, MI 49001.** An equal-opportunity, affirmative-action employer.

Public relations - promotion. Oakland Schools, a regional agency providing teacher and administrator support services to the 28 local school districts in Oakland County, Mich., is seeking to fill a new position at management level reporting to the director of libraries. Responsible for communicating services and resources (35,000 books, 650 periodicals, ORBIT and DIALOG data bases, ERIC, and related materials) in the library to various groups, e.g. teachers, administrators, librarians. Will design, market, and implement programs to increase substantially the use of the library. Candidates must show evidence of both strong administrative skills and public relations-promotion ability, competence in planning, setting objectives and priorities, communicating to and mobilizing staff for effective action. Requires ALA-accredited MLS, 5 yrs.' experience with increasing responsibility, public relations-promotion experience, public school teaching experience desirable, computer search ability desirable, must have own transportation. Salary from $22,000. Apply: Dr. Robert L. Fichtenau, Director, General Education, **Oakland Schools, 2100 Pontiac Lake Rd., Pontiac, MI 40854.** Include a complete resume and a portfolio of relevant public relations-promotion materials and descriptions of activities. An equal-opportunity employer.

ASSISTANT/ASSOCIATE LIBRARIAN

Frederick Cancer Research Center. Responsible for ILL and serials management (over 500 current subscriptions). Experience with data base searching in biomedical and chemical sciences. Strong interest in interaction with research staff. Assistant ($11,000–$13,000) requires MLS. Associate ($13,000–$16,000) requires minimum 2 yrs.' relevant post-MLS experience in special library. Position available Oct. 1978. Send resume with names of references: ***Marian L. Knill, Requisition #1033, Frederick Cancer Research Center, Litton Bionetics, Inc., POB B, Bldg. 426, Frederick, MD 21701.***

An equal-opportunity employer M/F

Research librarian. Self-motivated individual needed to fill entry-level position in the Professional and Technical Center at Baker & Taylor. Responsible for conducting bibliographic searches on continuation titles and maintaining telephone contact with publishers in support of 2 service programs. ALA-accredited MLS required. Preprofessional experience in technical services helpful. Communication skills and course work emphasis in cataloging or serials mandatory. Minimum salary $12,300. Apply: N. C. Messer, Continuations Librarian, **The Baker & Taylor Co., 6 Kirby Ave., Somerville, NJ 08876.** An equal-opportunity employer.

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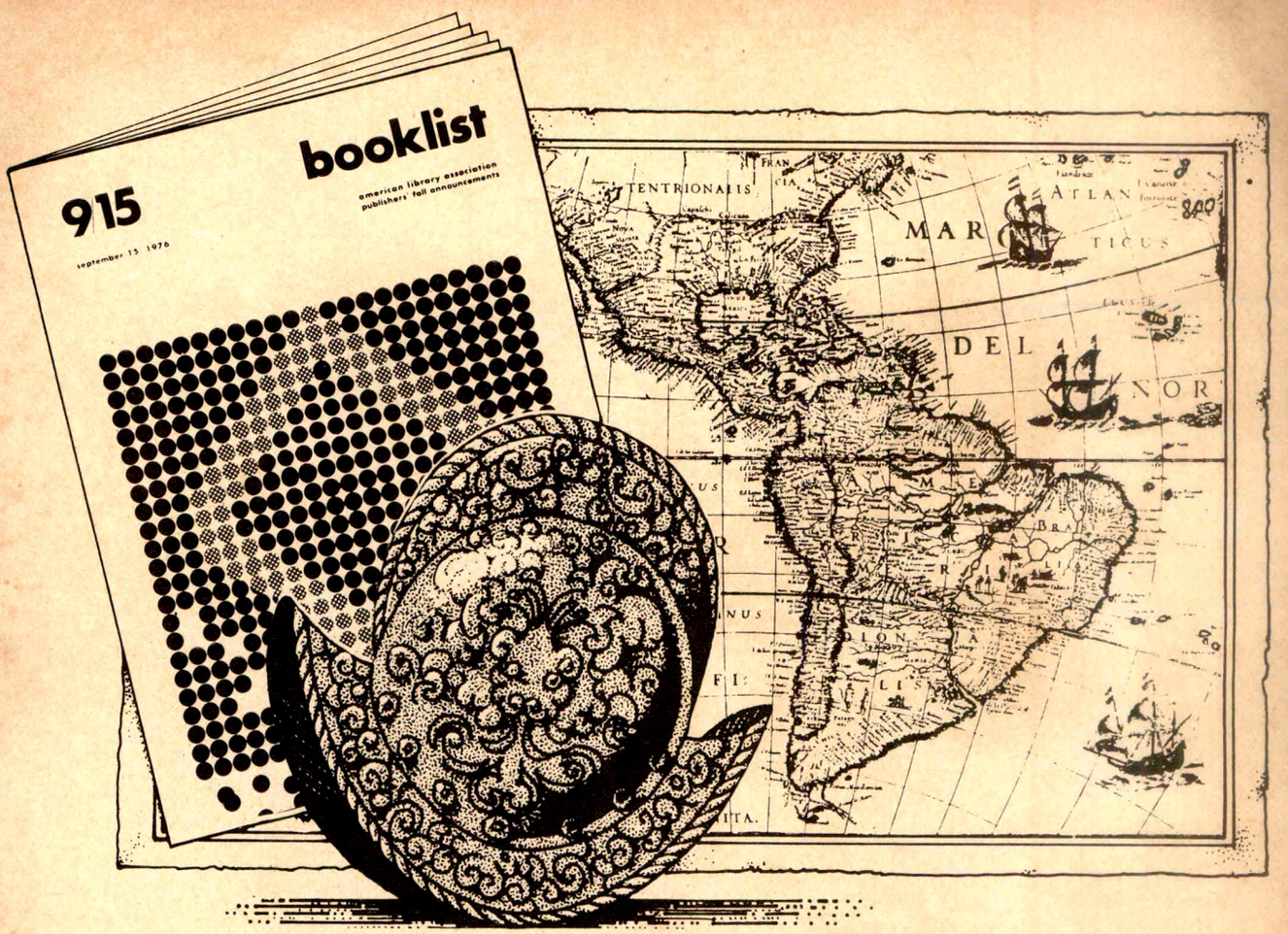
Public library consultant 2 - continuing education. Start at $1,644 per month. Plan continuing library education programs for public libraries. Coordinate programs with all types of libraries statewide. Other generalist consultant responsibilities. Suggested qualifications: MLS and advanced level experience in library administration, public library services, and continuing library education programs. **For further information contact by Oct. 15:** Dawn Bentzler, **Department of Public Instruction, 126 Langdon St., Madison, WI 53702, (608) 266-3459.** An equal-opportunity employer.

Classified ads not related to library employment appear on the last page of this issue.



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With the Marriage of LC and AACR 2 Postponed to 1981—

Ten Ways to Profit from a Long Engagement

by James Thompson

As reported last month in *American Libraries* (p. 450), representatives of key library agencies have persuaded the Library of Congress to put off its Jan. 1, 1980, D-day for massive and far-reaching changes in its cataloging practices and catalogs. Shortly after an Aug. 3 meeting in Chicago between these representatives and LC officers, LC agreed to postpone:

- Adoption of the *Anglo-American Cataloging Rules,* 2nd edition;
- Abandonment of "superimposition" (systematic exceptions to AACR 1); and
- The "freezing" of its catalogs (separation of pre-AACR 2 card catalogs from post-AACR 2 automated catalogs).

Led in the United States by the Association of Research Libraries, several influential library groups had insisted on a year's delay. At the Aug. 3 meeting, LC agreed, but demanded and got a second resolution calling for the Library to go ahead with the changes on Jan. 1, 1981, and to do so without further debate. Both resolutions were approved unanimously.

The decision has been made, albeit with a different date, and some of its previous opponents are now on record as supporting it.

The Politics of Postponement

Pressure for a postponement had grown through the spring, culminating in resolutions at meetings of the Canadian Association of Research Libraries, the Association of Research Libraries, and, finally, the American Library Association. At the forefront of this concerted effort to force LC to delay its decision were the directors of a number of major library systems, for the projected changes are expected to cause problems for many libraries and will require considerable immediate, and some prolonged, adjustment. The changeover will be particularly difficult for large research libraries with multibranch systems and heavy non-Roman acquisitions.

Among the arguments advanced in favor of the one-year delay were these:

- Libraries, now with no alternative but to freeze their own catalog, could not afford the expense;
- Libraries could not afford the increased costs of catalog maintenance if they did not freeze;
- Publication of the new rules had been delayed, so that libraries had been unable to prepare adequately for the change;
- Library technology was not yet capable of handling the closing of card catalogs, but soon would be;
- A delay of a year or so would make no real difference to LC or anyone else;
- There was no evidence the new rules would provide significant benefits to library users or, in the phrasing of OCLC's Fred Kilgour, slow the rate of rise in per-unit costs.

These reasons are interrelated, if not wholly compatible with one another, and deserve continued debate. But they do not address the main incentive for postponement: that the research libraries, the libraries most actively concerned with the impact of AACR 2 and desuperimposition, simply are not ready to respond effectively to LC's promised—or threatened—catalog freezing.

Although LC has made its intentions known since the mid-60s, most library directors have taken a wait-and-see approach in the hope that technological advances would provide easier solutions to the problem (or, in some cases, in the hope that the problem would go away). LC's unequivocal announcements in the Nov. 4, 1977, *Information Bulletin* and at the 1978 ALA Midwinter Meeting came as a shock to many librarians. But the message is now clear, and at the Aug. 3 meeting some ARL librarians acknowledged their failure to take the issue seriously enough. At the same time, the ARL forswore any further hindrance of LC's freezing and committed itself to productive use of the extra year.

> "... what is approaching is not simply the adoption of another new cataloging code, but a basic change in the nature of library use and of scholarship itself."

The Perils of Delay

Perhaps one source of nervousness about the automation of card catalogs has been the recognition, felt though not always expressed, that what is approaching is not simply the adoption of another new cataloging code, but a basic change in the nature of library use and of scholarship itself.

The card catalog has been recognized for some time as inherently inefficient, overly expensive, and backward. It is obsolete as a means of bibliographic control in LC's and other large collections. The abandonment of card catalogs will be a major undertaking requiring the reallocation of financial commitments. It will mean administrative and political involvement cutting across the whole spectrum of library activity. A change of this magnitude will be more readily accomplished if its various elements are undertaken jointly, and it is no accident that AACR 2, desuperimposition, LC's catalog freezing, national network development, and international standardization have been developed simultaneously, along parallel paths.

The one-year delay has been forced upon LC at the risk of fragmenting the changeover to alternative forms of bibliographic control. One immediate cost is that of adding to the national data base another year's worth of MARC records which will have to be revised and edited before they can be used in the AACR-2-based catalogs of 1981 and thereafter.

James Thompson is assistant librarian for technical services at the Milton S. Eisenhower Library of Johns Hopkins University. With Virginia Stout, he edits its *Alternative Catalog Newsletter,* which shares information on operating automated catalogs. Issued irregularly in microfiche at $7 prepaid to *ACN* for 12 issues, it is available from Milton S. Eisenhower Library, Johns Hopkins University, Baltimore, MD 21218.

We librarians owe it to ourselves to make the most effective use of the now-extended time before we must face the reality of catalog automation. We have a deadline—a rare experience for those in a nonprofit profession with no visible product—and, with little more than two years remaining, the ordinary processes by which our profession plans for innovation will not suffice. The library research community alone cannot solve the many problems which must be overcome before 1981; nor can we depend for leadership on the small number of grant-supported research libraries undertaking comprehensive library automation projects.

"We have a deadline—a rare experience for those in a nonprofit profession with no visible product—and, with little more than two years remaining, the ordinary processes by which our profession plans for innovation will not suffice."

The key questions to be answered must be approached by dedicated task forces selected from the most appropriate elements of the library community, with the ALA and related bodies providing active coordination of these efforts and prompt dissemination of their results. In addition, a number of projects involving persuasion or marketing will be necessary, and here again, coordination and cooperation among all interested library factions will be crucial, given the limited time available.

Which are the areas requiring greatest effort, and who is best equipped to take on this work? Below, I offer 10 projects which, if undertaken cooperatively, could greatly facilitate the transition to alternative forms of library catalogs.

How to Use the Extra Time

1. Establish an effective medium for communication.

Library planners must communicate fast and thoroughly to avoid widespread duplication of effort and to keep tabs on successes and failures in a highly experimental field. The existing library journals are neither fast nor comprehensive enough to disseminate the voluminous and quickly outdated documentation task forces and networks will be producing.

The issues involved in the freezing of card catalogs cross all type-of-library and type-of-activity boundaries, but the general-interest journals cannot deal with the technical aspects of the question in sufficient detail. The specialized journals, such as *Library Resources & Technical Services*, appear too slowly to meet this need. ERIC/IR currently has a substantial backlog. Certainly the institutions originating research cannot be expected to reproduce and distribute innumerable copies of their internal reports. The *Alternative Catalog Newsletter* (see author note) is fast and cheap, but on its low budget must continue to appear in microfiche, an inferior medium for circulation to staff and for referral in discussion.

Whatever the choice, there should be a primary, coordinated avenue for communication, preferably centralized through ALA (the Office for Research was suggested at the Aug. 3 meeting), since the future of the card catalog concerns the entire profession.

2. Determine the true impact of developments at the Library of Congress on other American libraries.

It has been assumed widely that research libraries will have to freeze their card catalogs when LC takes this step, but this assumption has yet to be proven. No thorough study has been published on how AACR 2 and desuperimposition would affect the cataloging of a particular library. The difference between entry under AACR 1 and AACR 2, for the overall LC output, changes from one day to the next, with LC announcing lower and lower percentages with every new decision on rule options. How will the effects of AACR 2-with-options vary by type and size of library?

Most of the analysis and planning has been performed by the research libraries and their representatives such as the ARL. Small college and public librarians (the latter not represented at the August 3 meeting) have too often assumed that their limited size would mitigate the problem. Because smaller libraries tend to interfile all records, however, including many of those which will be most heavily affected in 1981 (e.g., government publications entered under corporate author or by place), the *proportionate* burden may be greater on them than upon the large research collections with separate and maintainable card catalogs for documents, non-Roman scripts, serials, and so forth. As suggested on Aug. 3, ALA coordination of research methodology will promote consistency and facilitate replications by other institutions.

3. Gather better information on the potential uses of COM and online catalogs.

There have been a number of excellent catalog-use studies[1] in recent years, but most have been assumed a card format. Wide distribution of copies of a COM catalog, or of terminals linked to an online catalog, would substantially invalidate these use studies. The early work of Palmer,[2,3] Cooper,[4] and others should be repeated with reference to the most likely possibilities for computerized catalogs in the 1980s.

In particular, we need much better evidence to support what may be the most critical question between now and 1981: What elements of the full MARC bibliographic record should be immediately available in the catalog, and which (if any) can be relegated to a nonautomated or low-priority form of access? This question has enormous implications for systems design and funding. The library research community is best prepared to delineate and evaluate the options here.

4. Accelerate the education of American catalogers in the use of the new rules.

ALA, LC, CLENE, and the library schools must coordinate this stepped-up activity. It is becoming increasingly clear that the details of AACR 2 will affect more than the cataloging of particular titles. The final version of the rules, along with LC's preferred options, will do much to determine a) which other libraries must also close their catalogs, and b) how the workflow and therefore the personnel structures of cataloging departments will have to be altered in the early years of AACR 2 implementation. A thorough understanding of the new rules is a prerequisite for impact studies now being considered, and, since all else awaits confirmation of the expected effects of the new rules, analysis of their content and application should begin now.

5. Promote the new catalogs among users and decision-makers.

The initiation of a new form of catalog will have immediate, sometimes traumatic effects on library staffs and constituencies. The transition can be eased through thoughtful marketing to library users and friendly persuasion of institutional administrators.

AACR 2 impact studies must be completed as the first step in this presentation; but we would do well to base this effort on evidence of the advantages of alternative catalogs, instead of trying to fix the blame on LC for forcing them upon us. The library community must stand together and present, to those who hold the purse strings, a consistent and reasonable program of development which will deflect charges of extravagance in a time of adversity.

The application of marketing theory to library service is a new phenomenon, and, so far, communication in this area has been confined largely to an "invisible college" with few members. This topic would be suitable for a colloquium sponsored by a library school or a regional association, or for an ALA program meeting or preconference.

6. Standardize COM equipment.

The most common format for new catalogs will almost certainly be COM (computer output microform). COM catalogs now in use are having mixed success, and libraries working together could do much to overcome some of the problems they are encountering with current COM hardware. Motorized cassette microfilm readers require continual maintenance and offer poor images which deteriorate rapidly with use. One manufacturer of such machines professes the ability to offer a superior reader for a few hundred dollars more, but claims that librarians would be too penny-pinching to support it. Let us hope the more affluent spenders of the library

Speaking Desuperimpositionese: A Brief Glossary

Anglo-American Cataloging Rules: The standard rules for bibliographic description and establishment of name headings for libraries in English-speaking countries. The first edition (AACR 1) was published in 1967 and departed substantially from previous codes; the second edition (AACR 2, 1978) will be adopted by the Library of Congress and ALA in January 1981.

Authority control: The process by which use of an authority file (q.v.) enables the library to: 1) provide consistency of headings for the subjects and names entered in the catalog; 2) provide references to these headings from forms not used (*see* references); and 3) provide references from headings used to other related headings used (*see also* references).

Authority file: A file of authority records (q.v.). There are two basic types of authority file structures: 1) A *full authority file* contains a record for each heading used in the catalog, and for each variant not used from which the catalog contains a cross reference. *See also* references are included; 2) A *partial authority file* contains only the headings used. Terms not appearing in the catalog as headings are indicated only within the authority records for headings used.

Authority record: A record indicating the form (and sometimes the choice) of a heading used in the catalog; or a reference from a heading which is not used to a related term which is used. See *Authority file.*

Desuperimposition: The implementation of the decision by the Library of Congress to abandon the policy of superimposition (q.v.); this is scheduled for Day 1 (January 1, 1981).

Editing: The process of evaluating and altering cataloging copy to conform to local specifications, e.g., by altering the call number.

Freezing (of a catalog): (Also referred to as "closing.") The termination of addition to a card catalog, with records for new works being entered in another catalog, in whatever form. The frozen card file would still serve as the catalog for books cataloged before the date of freezing (or, a less common alternative, for books *published* before the date of freezing). The frozen, retrospective catalog can be retained indefinitely and corrected as necessary; it can be photographed or otherwise preserved in a fixed state; or it can be converted to machine-readable form and merged with the newer catalog.

Index/register file: A file in which the full bibliographic record appears under only one heading, with abbreviated records under other appropriate headings. The file of full records is the *register;* the abbreviated file, the *index.* The register is usually a serial-order file, i.e., records are added at the end of the file as they are created, and are accessible through serial numbers indicated in the index records. In this way the full-record register need not be refiled along with the index file as new works are cataloged.

Menu: In an online interactive system, a display of a list of options from which the user chooses the next step in the interaction; e.g., a list of available files which can be searched.

Search key: An indexing element for a bibliographic or authority record, consisting of a few bits of information derived from the record and which are specific enough to refer only to that record or a small number of other records. For example, the OCLC search key for the Johns Hopkins, Milton S. Eisenhower Library is MILT, S, E. The OCLC data base contains over four million records, but only four are retrieved by this key.

Superimposition: The policy, adopted in 1967 by the Library of Congress, not to revise author headings already in the LC catalog in spite of changes required by the Anglo-American Cataloging Rules, 1st ed.

Tree: A sequence of increasingly specific menus (q.v.) leading to the retrieval of the desired record or set of records.

—*James Thompson*

world will soon create a market for quality products. In the meantime, we can move forward on standardization.

One of the chief arguments for COM catalogs is the ease and economy of wide distribution of copies, particularly of the increasingly popular microfiche variety. But distribution will be difficult without standardization of COM reader specifications and of display format. Without a cutback on the options already available, libraries will be unable to make effective use of one anothers' catalogs. They will continue to be plagued by the present confusion of brands, sizes, reductions, page formats, modes, matrices, grids, etc.

This standardization is a job for ALA and ANSI, in conjunction with the major COM catalog vendors. An agreement on the part of these organizations and even a few vendors would quickly reduce the available options to manageable proportions. ALA should take the lead in proposing such cooperation.

7. Develop COM self-sufficiency.

Even more critical is the imminent overload on the COM service industry, as more and more libraries turn to COM catalogs. Provision of COM production from MARC records is complicated by the nature of the MARC record and by the limitations inherent in the tape format of the major bibliographic utility, OCLC, Inc. Existing COM catalog service bureaus are beginning to report waiting lines, and there appears to be little likelihood that they will be able to serve more than a fraction of the libraries currently planning to bring up COM catalogs in the next few years.

Libraries should encourage their bibliographic utilities and regional cataloging brokers to undertake the maintenance of local data bases and the production of COM catalogs, even if it must be at the expense of other projects which can be postponed more easily (such as interlibrary-loan networks and serial or monograph acquisitions systems).

8. Develop replicable systems for online catalogs.

Institutions with ready access to computer services, or with the cash to purchase hardware, will consider producing their own COM catalogs or going directly to online systems. But should they reinvent the wheel?

A number of major libraries are already heavily involved in systems development, and in most cases they are going it alone. A few institutions have spent recent years designing integrated library processing systems, but these systems have not, for the most part, been conceived with public online access in mind. They have been supported with grant funds; they are poorly documented and hardware-specific; and they are behind schedule.

Hardware incompatibility severely limits the transferability of programs. The relatively small market keeps the computer giants away, and the turnkey vendors are showing little interest in catalogs. To avoid having to reinvent the wheel in every online library, we need transportable systems specifications oriented toward the several common computer configurations capable of handling an online catalog: IBM, Amdahl, and Digital Equipment mainframes, for example, and some of the large minicomputers. The impetus for this sort of cooperation can best come from the potential users themselves, through brand-name users groups.

It would be highly appropriate for funding agencies which have generously financed the as-yet uncompleted development of integrated systems to lend support to the design and documentation of replicable specifications for basic, single-function, public-access online catalogs. A comparable effort should be made to develop transportable software for the production and maintenance of COM catalogs through local computer systems.

9. Develop appropriate authority control.

The need for authority control is much greater in computer-based files (whether displayed online or as COM) than in manual catalogs, owing to the inability of automated filing and retrieval methods to accommodate slight differences in forms of headings, or to apply common sense. Before alternatives to card catalogs can be established, authority data bases must be defined, and, in institutions with large collections, their use should be automated. The experiences of institutions already relying on machine-readable data bases, such as the New York Public Library, bear this out.

"The library community must stand together and present, to those who hold the purse strings, a consistent and reasonable program of development [of alternative catalogs] which will deflect charges of extravagance in a time of adversity."

Authority control with provision for automatic updating will become all the more important when changes in name and subject headings accelerate after Jan. 1, 1980. In addition to the cooperative development and replication of automated authority systems, two lobbying efforts are called for:

• *Support for LC's role.* The Library of Congress is, for most libraries, the sole authority for subject headings, and a major source of name authority information. The ability of LC to update and distribute authority records in machine-readable form is hampered by restrictions on the funding of its automation projects. LC's solicitations of response from the library community regarding the need for authority distribution have met with little response, owing primarily to the rudimentary state of deliberation on this problem in most libraries. We need to make clear to LC and to Congress the vital role authority control will play once our catalog data bases begin to reside on disks rather than cards. The message should come from a wide spectrum of individual libraries, and through ALA Council and Board.

• *Pressure on bibliographic utilities.* Bibliographic utilities are taking a variety of approaches to authority control, ranging from the Washington Library Network's complete and mandatory participation, to OCLC's insistence on its superfluousness.

OCLC is the country's largest cataloging support system, and its failure to prepare for the inconsistencies caused by AACR 2 and desuperimposition promises to add an unnecessary obstacle to libraries' adaptation to the new cataloging practices. What if OCLC should make good on its threat not to require the use of AACR 2,[5] and at the same time provide no automatic linkage between different headings for the same

authors? (As for subject links, that's another story; OCLC has no subject access. The searching function on OCLC would become unreliable, and its usefulness as a base for automated catalogs would be substantially reduced.[6])

Libraries using the services of bibliographic support systems such as OCLC must take the necessary steps to see that the priorities of these utilities are in accordance with their own. The OCLC Users Council (and its equivalents) must undertake this task, backed by member-library pressure on OCLC and its regional networks.

10. Seek necessary funding.

Finally, financial support will be needed for some of the items mentioned above. It is to be hoped that the Council on Library Resources will play as effective a role in the development of cardless catalogs as it has in other recent progress. ALA support of education and communication is clearly appropriate.

Time to Shake and Move

The next three years will not be easy ones for the catalogers who have to implement new types of catalogs and cope with several substantial changes in the nature of the standard cataloging record. It should, however, be a rewarding experience when library users are introduced to the first truly up-to-date catalog format they've ever known. It is now up to the shakers and movers in libraries and library-related associations to make this transition possible through such concerted and decisive actions as those itemized here. □

Notes

1. For an excellent summary, see F. W. Lancaster, *The Measurement and Evaluation of Library Services* (Washington, D.C., Information Resources Press, 1977), pp. 19-72: "Studies of Catalog Use."

2. Richard P. Palmer, "User Requirements of a University Library Card Catalog." Doctoral Thesis, University of Michigan, 1970.

3. *Computerizing the Card Catalog in the University Library: a Survey of User Requirements* (Littleton, Colo., Libraries Unlimited, Inc., 1972).

4. William S. Cooper, "The Potential Usefulness of Catalog Access Points Other than Author, Title, and Subject." *Journal of the American Society for Information Science* 21 (March-April 1970), pp. 112–27.

5. Statement of Frederick G. Kilgour as quoted in *The Chronicle of Higher Education* 16 (April 3, 1978), p. 13; follow-up *American Libraries* 9 (May 1978), p. 254 and (July/August 1978), p. 412.

6. OCLC has taken the position that its system never provides more than 32 "hits" in any given search, but the growing list of unsearchable dead-end keys disproves this claim. And after the adoption of AACR 2, many entries will become fugitive to searches which now retrieve them (for example, while the search key WELL, H, G will retrieve the works of H. G. Wells as nicely as those of Herbert George Wells, DODG, CHA, L will not retrieve works entered under Lewis Carroll). See Frederick G. Kilgour, "New Concepts in Librarianship," in *On-Line Library and Network System.* Symposium held at Dortmund University, March 22–24, 1976 (Frankfurt am Main, Vittorio Klostermann, 1977), pp. 84–93.

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AWARDS 1978

AASL/Baker & Taylor President's Award, $2,000 contribution to school librarianship and school library development: Jean E. Lowrie, Western Michigan University School of Librarianship.

CIS/ALA/GODORT "Documents to the People" Award, $1,000 for an institution of winner's choice: Lois P. Mills, Macomb, Ill., who designated the University of Michigan School of Library Science.

Grolier National Library Week Grant, $1,000 for the best state association public relations program: Mississippi Library Association.

RSTD Resources Scholarship Award, for an article on academic library acquisitions, $1,000 for a library school of winner's choice: J. Michael Bruer of CLASS for "Resources in 1976" in the Summer 1977 *Library Resources and Technical Services.*

Charles Scribner's Sons Awards, $250 to two school librarians and two children's librarians to permit attendance at their first ALA convention: Linda Boyles, Gainesville, Fla.; Joan A. Cressler, Mount Kisko, N.Y.; Lucy C. Marx, Louisville, Ky.; and Gary F. Suggars, Baltimore, Md.

Louise Giles Minority Scholarships, $3,000 (each) from the Xerox Publishing Division: Wayne M. Crocker, Petersburg, Va.; and Lucia Jack, New York City.

David H. Clift Scholarship Awards, $3,000 (each) to begin or further graduate library study: Patricia Ann Hilliker, Angola, N.Y.; and Karen Jean Stang, Lawrence, Kan.

3M/JMRT Professional Development Grant, cash awards to encourage participation in ALA and JMRT: Melvin K. Burton, Natrona County (Wyo.) Public Library; Celia D. Moore, St. John's University Library, Collegeville, Minn.; Christy Tyson, Mesa (Ariz.) Public Library; and Larry D. Weitkemper, V.A. Hospital Library Services, Bonham, Tex.

Margaret Mann Citation, for achievement in cataloging and classification: Derek Austin, the British Library, for developing PRECIS.

Esther J. Piercy Award, for contribution to technical services: S. Michael Malinconico, New York Public Library.

Isadore Gilbert Mudge Citation, for distinguished contributions to reference librarianship: C. Edward Wall, University of Michigan.

Armed Forces Librarians Achievement Citation: Annie Laurie Etchison, Mocksville, N.C.

***S. Michael Malinconico,** Esther J. Piercy Award; **C. Edward Wall,** Isadore Gilbert Mudge Citation; **Annie Laurie Etchison,** Armed Forces Librarians Achievement Citation.*

Dartmouth Medal, for most outstanding reference work: Benjamin B. Wolman, editor, *International Encyclopedia of Psychiatry, Psychology, Psychoanalysis, and Neurology.*

Francis Joseph Campbell Citation, for contribution to library service for the blind: Richard Kinney and the Hadley School for the Blind.

James Bennett Childs Award, for distinguished contributions to documents librarianship: Mary Elizabeth Poole, Evanston, Ill.

Distinguished Library Service Award for School Administrators: Nolan Estes, Dallas Independent School District; and Alvin E. Morris, Superintendent of Schools, Wichita, Kans.

ALTA Honor Award, recognizing benefactors to public libraries: Milton R. Abrahams, Omaha, Nebr.; Mr. and Mrs. George R. Wallace, Jr., Fitchburg, Mass.; Helen S. Keith, Lake Forest, Ill.; Thelma C. Dixon, Andalusia, Ala.; and the W. K. Kellogg Foundation, Battle Creek, Mich.

HRLSD Exceptional Service Award, for service to institutionalized and handicapped people: Katherine Prescott, Cleveland, Ohio.

John Phillip Immroth Memorial Award for Intellectual Freedom: $500 to Sonja Coleman, Chelsea (Mass.) High School.

Honorary ALA Membership: William S. Dix, Frances Neel Cheney, and Fred C. Cole.

Special ALA Citation: Donald John Urquhart, Library Association, U.K.

Trustee Citations: Barbara D. Cooper, Fort Lauderdale, Fla.; and Albert I. Mayer, Toms River, N.J.

Kohlstedt Exhibit Award, for best single and multiple booth displays at Annual Conference: Kinetronics Corp. and Brodart, Inc.

Note: For other 1978 awards, see *AL,* June, pp. 334 and 379, and March, pp. 157–8.

AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

Note: Entries pertaining to continuing education are compiled by Eileen Zilius of the ALA Office for Library Personnel Resources.

October

4-6: Michigan LA Annual Conf., Kalamazoo Ctr., Kalamazoo. Michigan LA, 226 W. Washtenaw, Lansing, MI 48933 (517-487-1161).

5-19: *How to Construct and Justify a Budget,* 3 W. 29th St., NYC. Spons., Columbia U./SLS. Fee, $60 for 3 sessions (Oct. 5, 12, & 19; 6–8 p.m.). C. L. Learmont, CU/SLS, NYC 10027.

6-8: Southeastern/Southwestern LA Annual Conf., New Orleans, La. Spkrs.: Art Plotnik, Elaine Konigsburg (Newbery Award winner), George Gullen, Connie Dunlap; brunch honors authors Angie Debo and Eudora Welty. H. B. Slocum, 6800 Morrison Rd., #105, New Orleans 70126.

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

More complete information on August–November conferences appears under appropriate date in June–September "Datebook" columns. To facilitate access, see "Keyword Index" under state.

October: Delaware, Maryland, Montana, North Carolina, U.S. Indians, West Virginia.

November: Arizona, Arkansas, Florida, Guam, Illinois, Missouri, Nevada, New Mexico, Tennessee, Texas.

December: Connecticut, N. Mariana Is., Trust Territory.

January: Alabama.

February: Alaska, Mississippi.

March: California, Iowa, Kansas, Kentucky, Michigan, South Carolina, Virginia.

April: Colorado, Maine, Nebraska, New Jersey, Puerto Rico, Rhode Island, Utah, Vermont, Washington, Wyoming.

South Dakota has not yet determined if it will hold a pre-WHCLIS meeting.

7-9: San Francisco Book Fair, U. Calif. (Berkeley) Extension Ctr., 55 Laguna St., San Francisco. Spons., Friends of Books & Comics. Exhibit of small press matls. S. Collins, UC Extension (415-666-3291).

12: *Reference Update Workshop on Information Retrieval: Automation and Data Banks,* Bond Court Hotel, Cleveland. Spons., Case Western Reserve U./SLS Alumni Assn., et al. Fee: $20 (payable to CWRU) *no later than Oct. 2.* Spkr., Martha E. Williams. M. Lonero, CWRU/SLS, Cleveland 44106 or A. J. Goldwyn (216-368-3500).

12-13: Annual Library Microform Conf., Washington Hilton, Washington, D.C. Spons., RTSD Resources Sect./Micropublishing Committee and *Microform Review.* A. Meckler, 520 Riverside Ave., Westport, CT 06880 (203-226-6967).

13: New Jersey LA Annual Conf., Governor Morris Inn, Morristown. P. Hannon, Wood Ridge Meml. L., 231 Hackensack St., Wood Ridge 07075 (201-438-2455).

Oct. 13: *Genealogical Information and Materials,* SUNY/SLIS. R. S. Burgess, SUNY/SLIS, Albany 12222 (518-457-8574).

13-14: *Managing Your Public Relations Program,* Southern Connecticut State College. Fee, $50. E. T. Prostano, SCSC/DLSIT, 501 Crescent St., New Haven 06515 (203-397-4530).

18-Dec. 6: *Library Management Workshop,* Essex Inn, 800 S. Michigan Ave., Chicago. Faculty from Industrial Relations Center, U. Chicago. Fee, $195 for 3 full-day sessions (Oct. 18, Nov. 8, & Dec. 6). J. Rader, A. G. Bush L., Industrial Rel. Ctr., UC, 1225 E. 60th St., Chicago, IL 60637 (312-753-2024).

19-20: *Workshop on Workshops,* Holiday Inn Mart Plaza, Chicago. 1 CEU. Skills needed to plan & conduct successful workshops for adults. J. J. Ekberg or V. Johnson, Capitol Publications, Inc., Seminar Div., 2430 Pennsylvania Ave., N.W., Washington, DC 20037 (202-452-1600).

20: *Library Instruction: An Update,* Colgate U., Hamilton, N.Y. Spons., Central N.Y. L. Resources Council (CENTRO) & N.Y. L. Instruc. Clearinghouse. CENTRO Professional Development Comm., 763 Butternut St., Syracuse 13208 (315-478-6080).

20-22: Notable Books Council Meeting, Holiday Inn City Ctr., 323 E. Ontario, Chicago. A. M. Hansen, ALA/RASD, 50 E. Huron St., Chicago 60611 (312-944-6780).

21: Western New York/Ontario Chap. of ACRL Fall Mtg., E. H. Butler L., State U. Col. at Buffalo, N.Y. Genl. tutorial session on microforms, visits with vendors, two aft. workshops, & business mtg. M. Clogowski, E. H. Butler L., State U. Col., 1300 Elmwood Ave., Buffalo 14222 (716-878-6313).

25: *CONSER: The National Serials Program,* Donnell L. Ctr. Auditorium, 20 W. 53rd St., NYC. Spons., N.Y. Metropolitan Reference & Research L. (METRO). Spkr., Ryburn Ross. A. Babich, METRO, 11 W. 40th St., NYC 10018 (212-398-0290). (Other tech. srvcs. programs: Nov. 22, Feb. 28, March 28, April 25.)

26-Nov. 9: *The Job You Are Qualified For: How to Market Yourself Effectively,* 3 W. 29th St., NYC. Spons., Columbia U./SLS. Fee, $60 for 3 sessions (Oct. 26, Nov. 2, Nov. 9; 6–8 p.m.). C. L. Learmont, CU/SLS, NYC 10027.

27-28: *Preservation of Library Materials,* Southern Connecticut State College. Fee, $50. E. T. Prostano, SCSC/DLSIT, 501 Crescent St., New Haven 06515.

29-Nov. 3: *Statewide Planning for Continuing Education: New Directions,* New York State L., Albany. Spons., Continuing L. Ed. Network and Exchange/USOE. Priority given to state teams of 3 representing state l. agency staff, l. educators, & l. assn. leaders. CLENE, 620 Michigan Ave., N.E., Washington, DC 20064 (202-635-5087).

30-31: *Workshop on Workshops,* Atlanta Hilton (see Oct. 19–20 for details).

31-Nov. 2: *Micrographics: The Cutting Edge,* Seattle, Wash. Spons., National Micrographics Assn. Enrollment limited. NMA, 8728 Colesville Rd., Silver Spring, MD 20910 (301-587-8444).

November

2-8: Ohio Ed. L./Media Assn. (OELMA) Annual Conf., Convention Ctr., Cincinnati. Spkr., Vance Packard. M. Hebring, Cincinnati Public School, 230 E. Ninth St., Cincinnati 45202.

6-8: *Space Planning and Practical Design for Libraries: A Seminar,* Mugar Library, Boston, Mass. Fee, $200. Participants should bring l. plans for examination by consultant-team. A. and E. Cohen, Teatown Rd., Croton-on-Hudson, NY 10520 (914-271-8170/212-689-8138).

MAJOR DATES

ALA Annual Conference
Dallas — June 24–30, 1979
New York — June 29–July 5, 1980

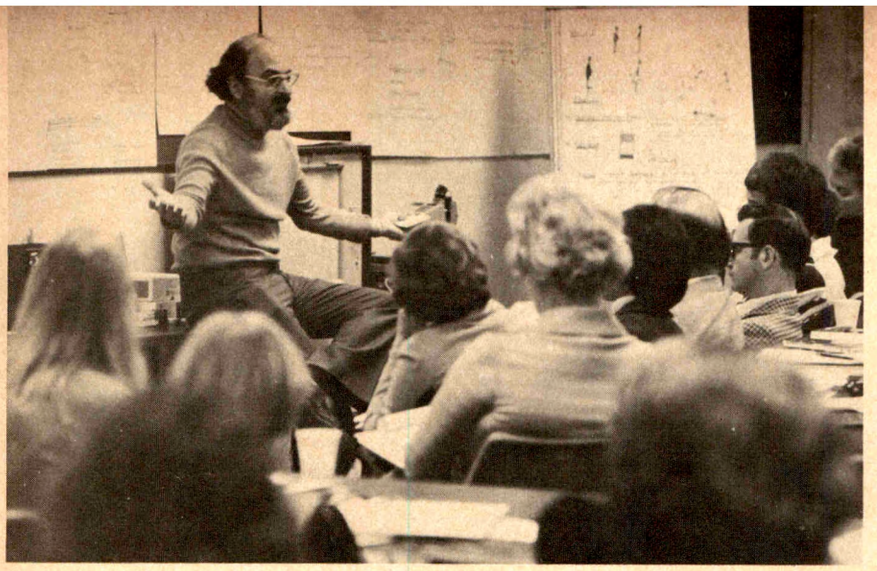
ALA Midwinter
Washington, D.C. — Jan. 7–12, 1979
Chicago — Jan. 20–26, 1980

Executive Board
Fall Meeting — Nov. 1–2, 1978

Children's Book Week
Nov. 13–19, 1978

National Library Week — Ap. 1–7, 1979

White House Conf. on Library and Info. Services — Oct. 28–Nov. 2, 1979



Architect Aaron Cohen (above) will discuss space planning and interior design for libraries, including methods of presenting these needs to the powers-that-be, during his workshops Nov. 6–8 (Boston); Nov. 30–Dec. 2 (New York); and, just prior to Midwinter, Jan. 4–6 in Washington, D.C.

7-Dec. 5: *Materials and Services for Native Americans,* W. Michigan U./SLS, Kalamazoo. 1 cr. hour. WMU/SLS, Kalamazoo, MI 49007 (616-383-1849).

8: Middle East Lns. Assn. Annual Conf., Ann Arbor, Mich. J. Heineck, MELA, Rm. 560, U. Chicago L., Chicago 60637.

13-14: *New Books Showcase,* Stouffer's Riverfront Tower, St. Louis. T. Scribner, Baker & Taylor, 1515 Broadway, NYC 10036 (212-730-7650).

14-16: *Fourth Annual VideoProgramming Workshop,* Temple U. Center City Campus, Philadelphia. Fee: $150; 2½ CEUs. K. Barriteau, TU, Office of TV Services, Annenberg Hall 18, Philadelphia 19122 (215-787-8497).

14-16: *The Reality of National Computer Networking for Higher Education—EDUNET* (EDUCOM Annual Meeting), Mayflower Hotel, Washington, D.C. C. Parysz, EDUCOM, POB 364, Princeton, NJ 08540 (609-921-7575).

15-17: *Records Conservation Management and Preventive Conservation Techniques,* John Hay L., Providence, R.I. Spons., Rhode Island Historical Soc. & Brown U.'s John Hay L. Fee, $10. *Register by Oct. 20.* N. F. Chudacoff, RIHS, 121 Hope St., Providence 02906 (401-331-0448).

16-19: Second Annual Internat. Videodisc/Home Video Programming Conf., Loeb Conf. Facility, N.Y.U., Washington Sq. S., NYC. Fee: *$350 for regis. before Oct. 15.* Fifteen panels on programming software, understanding hardware, video/videodisc's financial future, etc., half-day technical/demon. sessions. IVPC, POB 102, Cooper Station, NYC 10003.

28-30: *Closing the Catalog,* Monteleone Hotel, New Orleans. Spons., Library and Information Technology Assn. D. P. Hammer, ALA/LITA, 50 E. Huron St., Chicago 60611 (312-944-6780).

30-Dec. 2: *Space Planning and Practical Design for Libraries: A Seminar,* Barbizon Plaza, 106 Central Park S., NYC (see Nov. 6-8 for further details).

30-Dec. 2: Guam Governor's Conf. on Libraries and Info. Services, Guam Hilton, Ipao. Spkrs., Gov. Bordallo & Ruth Tighe. M. Taitano, Nives M. Flores Meml. L., POB 652, Agana 96910 (472-6417 overseas op.).

30-Dec. 2: Virginia LA Annual Conf., Conf. Ctr., Williamsburg. F. Heath, Radford Col. L., Radford 24142.

December

5-7: Commonwealth of Northern Mariana Islands Governor's Conf. on Libraries and Info. Services, Continental Hotel, Garapan, Saipan. Spkr., Gov. Camacho. A. Castro, Sup. of L. Srvcs., Govt. of N. Mariana Is., Dept. of Ed., Saipan 95950 (9823 overseas).

6-8: Connecticut Governor's Conf. on Library and Info. Services, Sheraton-Hartford Hotel. Spkrs. include Gov. Ella Grasso. Observers welcome (contact state coordinator for eligibility). Chris Bradley, Coord., CGCLIS, c/o Conn. State L., 231 Capitol Ave., Hartford 06115 (203-566-3583).

10-12: Trust Territory of the Pacific Conf. on Libraries and Info. Services, Continental Hotel, Garapan, Saipan. Spkrs., High Commissioner Adrian Winkler & Ruth Tighe. D. J. Peacock, Dept. of Ed., L. Svrcs., Headquarters, Saipan 96950 (9448 overseas op.).

KEYWORD INDEX

Automation & data banks	Oct. 12
Bibliographic instruction	Oct. 20
Budgets	Oct. 5–12–19
Catalog closing	Nov. 28–30
Connecticut pre-WHCLIS	Dec. 6–8
CONSER	Oct. 25
Conservation	Nov. 15–17
Continuing ed.	Oct. 29–Nov. 3
Genealogy	Oct. 13
Guam pre-WHCLIS	Nov. 30-Dec. 2
Management	Oct. 18–Dec. 6
Material preservation	Nov. 15–17
Michigan LA	Oct. 4–6
Microforms	Oct. 12–13
	Oct. 21
Micrographics	Oct. 31–Nov. 2
Middle East Librarians Assn.	Nov. 8
N. Mariana Islands pre-WHCLIS	Dec. 5–7
Native American matls.	Nov. 7–Dec. 5
Networking	Nov. 14–16
New Books Showcase	Nov. 13–14
New Jersey LA	Oct. 13
Notable Books Council	Oct. 20–22
Ohio Ed. L./Media Assn.	Nov. 2–8
Preservation	Oct. 27–28
Public relations	Oct. 13–14
San Francisco Book Fair	Oct. 7–9
Southeastern/Southwestern LA	Oct. 6–8
Space planning and design	Nov. 6–8
	Nov. 30–Dec. 2
	(see photo) Jan. 4–6
Trust Territory pre-WHCLIS	Dec. 10–12
Videodiscs/home programming	Nov. 16–19
Video programming	Nov. 14–16
Western N.Y. Ontario Chap.—ACRL	Oct. 21
Workshops	Oct. 19–20
	Oct. 30–31

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SCMAI CASE REPORT

On a Request for Action Submitted by Inedia Arnold and Dorothy Bartholomew under the ALA Program of Action for Mediation, Arbitration, and Inquiry

The following report, here published for the first time, was approved on April 26, 1978, by the American Library Association Executive Board, which instructed that the report be forwarded to all principals in the case and published in American Libraries.

The Problem

In June 1977, Inedia Arnold and Dorothy Bartholomew each filed a Request for Action with the Staff Committee on Mediation, Arbitration, and Inquiry.

In her Request for Action, Arnold stated that without just cause and without advance notice she had been dismissed, during a public meeting of the Blue Mound City Council, from her position as librarian of the Blue Mound (Tex.) Community Library. She alleged that the problem involved discrimination, unfair employment practices, a lack of due process, unethical behavior, and tenure. She had been employed as librarian for six years and four months.

Bartholomew, in her Request for Action, stated that unjustified action was taken by the mayor and city council against the librarian and the library board in removing the entire board and the librarian. She alleged that the problem involved job discrimination, unfair employment practices, a lack of due process, unethical behavior, tenure, and a violation of intellectual freedom. She commented that the "Council and Mayor treated the library shoddily."

Action of SCMAI

The Staff Committee acknowledged receipt of the Requests for Action in letters to Arnold and Bartholomew on July 28, 1977. In these letters the Staff Committee reported that, after reviewing the material submitted in the two requests, it found many questions remaining and it recommended the appointment of a fact-finding team to inquire into the matter as provided for in Section V of the Program of Action.

Arnold and Bartholomew accepted the recommendation of the Staff Committee and a fact-finding team was appointed to conduct an inquiry.

Action of the Fact-Finding Team

The team visited the Blue Mound area October 3–5, 1977, to conduct interviews with the following persons:

Inedia Arnold
Dorothy Bartholomew
*Betty Bewley, mayor, City of Blue Mound
Charles Winchell, member of the city council and mayor pro tem
Mary Campbell, former member of the library board
Dorothy Sparks, former member of the library board
Martha Chambers, librarian consultant, Ft. Worth Major Resource System
Dorothy Cowart, member of Friends of the Blue Mound Community Library and former library board member
Alene Murry, member of Friends of Blue Mound Community Library
C. C. Cowart, former mayor
Jack Sparks, former member of city council
Mary Counts, resident of Blue Mound
James Boyles, Jr., resident of Blue Mound
#Stan McDonough, resident of Blue Mound

The team also reviewed a number of pertinent records, including copies of minutes of Blue Mound City Council meetings and library board meetings, library policy statements, the City of Blue Mound Ordinance which created the library, and the library laws of Texas.

The fact-finding team sought answers to the following specific questions:

How was Inedia Arnold terminated as librarian of the Blue Mound Community Library?
What were the grounds for terminating Arnold?
Was there any substantiation for the allegations made by Arnold regarding her termination?
How was Dorothy Bartholomew terminated as chairman and member of the Blue Mound Community Library Board?
Was there substantiation for the allegations made by Bartholomew (a) about her termination and (b) about the administration of the library and censorship activities under the new library board?

Background

Blue Mound, a suburb of Fort Worth with an estimated current population of 2,300, was incorporated in 1957. Before incorporation it was known as Saginaw Park. It is bounded on three sides by Fort Worth and on the fourth by Saginaw, an older suburban community.

Before the City Council of Blue Mound adopted Ordinance No. 66 which created the Blue Mound Library Board, the two communities of Blue Mound and Saginaw shared library services. These were at one time housed in a Blue Mound school building and later provided by a bookmobile, which visited both communities until it broke down and was parked in Saginaw. Later, library service was made available to the residents of both Saginaw and Blue Mound at a facility which was located in Saginaw, between one and two miles distant from Blue Mound across a highway separating the two communities. The Tarrant County practice of providing grants to community libraries served as a stimulus for City of Blue Mound officials to establish a public library in Blue Mound.

City of Blue Mound Ordinance No. 66 (adopted May 8, 1971) created a library board of five members composed of citizens of Blue Mound to be appointed for one year periods by the city council. This ordinance provided for the board to elect a chairperson to preside over its meetings. It also provided for the delegation by the city council of "the right to conduct the business of supervision and operation of a library for the City of Blue Mound, Texas, and to determine the policies for operation of such library which policies shall not be repugnant to any order of [the] council or other provision of law applicable thereto."

For a short time the library board operated the library solely with volunteers, but in November 1971, it voted to hire a librarian to work ten hours per week. The board's minutes for the November meeting indicate that Mrs. J. C. [Inedia] Arnold was to be contacted for the position and the December 1971 minutes record that she was introduced as the new librarian. She had earlier been one of the volunteers.

The librarian's responsibilities were outlined in policies approved by the library board. There do not appear to have been either written city personnel policies or any written position descriptions for city employees approved by the city council in 1971 or any time thereafter.

From 1971 until 1973, the library board was responsible for the library's administration. The library's operating funds were in a checking account under library board control and checks were signed by two members of the board. Under a succession of mayors, from 1973 until late in 1974, no new appointments or reappointments were made and the board ceased to exist as a viable entity during that time. City councilman Jerry Robertson, who had been appointed to the library board in 1971 and had been elected its first president, provided administrative continuity together with Inedia Arnold until November 1974 when he became mayor.

*Certified transcript not received from interviewee.

#Interview not recorded.

During this interim without a board, the library's funds continued to remain separate from funds under the direct administration of the city council. From 1971 on, the annual appropriations from Tarrant County had been deposited in the library's checking account and this practice was continued. Any cash appropriations from the City of Blue Mound were also deposited in this account.

CENSURED

Rodman Public Library, Alliance, Ohio (see *AL*, Oct., 1972, pp. 1011–12).

Board of Trustees, Bryan-Bennett Library, Salem, Ill. (see *AL*, Oct., 1976, pp. 547–77 and Nov., 1976, p. 616).

Milton College, Janesville, Wis. (see *AL*, Jan., 1978, pp. 54-58).

City Council, Blue Mound, Texas (see this issue).

The fact that the name of an institution appears on the censured list of administrations does not establish a boycott of a library, nor does it visit censure on the staff. There is no obligation for ALA members to refrain from accepting appointment in censured libraries. The ALA advises only that librarians, before accepting appointments, seek information on present conditions from the Staff Committee on Mediation, Arbitration, and Inquiry at ALA Headquaters, 50 E. Huron St., Chicago, IL 60611.

On becoming mayor, Robertson instructed Arnold to submit names of people who would be willing to serve on a reconstituted library board. This she did and in December 1974, Mayor Jerry Robertson appointed a library board which included Jane Barber, Leta Adams, Dorothy Bartholomew, Norma Cain, and Helen Trammell. During 1975, the library received its first and only revenue sharing allocation ($1,000) from the city council; Dorothy Sparks and Mary Campbell were appointed to the board; additional space was made available; and volunteers built book cases and made other physical improvements in the library's quarters.

Betty Bewley was elected mayor for a two-year term in the April 1976 election, succeeding Jerry Robertson. The minutes for the April 20, 1976, annual meeting of the city council record that she was sworn into office and that she made several city personnel appointments at that meeting. The position of librarian was not included in the list of appointments or reappointments.

Prior to Mayor Bewley's election to office there appeared to have been a feeling of unease in the Blue Mound community as a result of an unsolved mass murder. Following her election there seemed to be a local administrative emphasis on law enforcement. Testimony to the fact-finding team included reports that there was sentiment on the city council that the space in the city hall occupied by the library should be used for a city jail.

The library board elected Dorothy Bartholomew board chairperson in May 1976 to succeed Jane Barber, who had resigned from the library board. Dolores Morgan, appointed to the library board in June 1976 on the recommendation of the library board, was Mayor Bewley's only appointee to that body during her first year in office. Board members serving in late 1976 and early 1977 were: Dorothy Bartholomew, chairperson; Dorothy Sparks, secretary; Mary Campbell, treasurer; Leta Adams, vice-chairperson; and Dolores Morgan.

During 1976 the library qualified for and received its first grant from state and federal funds administered by the Ft. Worth Major Resource Center (MRS) for the purchase of library materials. The actual moneys were retained by MRS, but the library selected the materials to be purchased from this grant and placed orders for them through MRS.

One board member told the fact-finding team that she thought the library's problems in working with the mayor really began on July 18, 1976. On that date she read to the mayor and council a letter that she charaterized as a personal one, written by herself as a private citizen. In this letter she accused the mayor and council of acting illegally in different areas of municipal administration.

According to testimony, it was sometime following this that the mayor sought the resignation of that board member. The other library board members did not agree that she should resign and asked her not to.

In August 1976 the Friends of the Blue Mound Community Library announced a bake sale by posting signs on utility poles and in other public places. Dorothy Bartholomew reported the police chief visited her at her home one evening and told her there were complaints about the bake sale signs being posted on utility poles. Although Bartholomew was chairperson of the library board, not an officer of the Friends organization, she and her husband removed all the bake sale signs the same evening. She said they did not remove a number of other signs of a similar nature, e.g. advertisements for garage sales which were also posted on utility poles.

Board members stated that they had made repeated requests during fiscal year 1976 for the city's annual appropriation of $500. The fiscal year is the same as the calendar year and the appropriation was not received until November. Also during this period, board members repeatedly reported to the city council about a roof through which moisture was leaking into the library and destroying books and furnishings. The city council took no action for some months on the request to have the roof repaired.

In early 1977, the library board completed an application for a second grant from the Major Resource Center. Bartholomew personally took it to Mayor Bewley for her signature but the mayor did not sign it. Having tried unsuccessfully more than once

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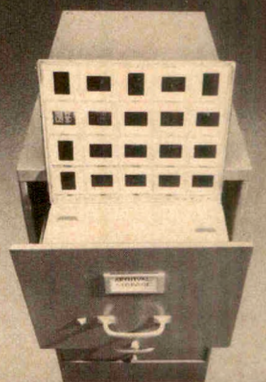

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during February to obtain the mayor's signature, board members made a decision to approach a county judge with a request that he sign the grant application in order to meet a March 1, 1977, deadline for submission of the document. According to board members, Mayor Bewley called on February 28 and offered to sign. She was informed that the document had already been submitted with another authorized signature.

Early in March, Bartholomew received a phone call from a city council member telling her that the library board was not showing due respect for the mayor.

On March 21, 1977, a "town meeting" was called by Bartholomew. She invited both city council members and candidates running for office to attend and participate in this meeting where Blue Mound residents could ask questions and receive information on local governmental affairs. Bartholomew moderated this meeting.

Mayor Bewley signed an application to the Commissioner's Court of Tarrant County on April 12, 1977, requesting $2,205 for the library. This amount constituted Blue Mound's 1977 share of Tarrant County's annual appropriations to public libraries.

The 1977 annual election was held in early April and the new council held its first meeting April 19. At that meeting the mayor submitted for council approval a list of city personnel appointments which included Mary Ann Allison as librarian. A motion to approve the appointments was seconded, but the minutes do not record that it was voted upon. There was no mention in the minutes of the termination of Inedia Arnold's appointment as librarian, nor were there any other indications that this was mentioned in any way during the formal meeting. Arnold had received no prior notice of dismissal, and no warning beforehand that her work was unsatisfactory. In fact, Inedia Arnold was never formally dismissed. The only direct recognition given her about her termination was later that same evening, after the council meeting, when Mayor Bewley asked her for her keys. These were turned in by Arnold after she, with assistance from Friends and outgoing board members, had removed her "personal belongings" from the library's premises. The minutes for the April 19 meeting record that the council voted on a motion by a councilman to appoint five persons as a five-member library board. These appointments were all new ones to the board. The council also unanimously voted "to table authorization of signatures on Library Building Fund and Operating Account until a later date when new library board is settled in."

The mayor and councilmen viewed actions taken by the librarian, the library board, and individual board members during 1976 as harrassment. According to the mayor, it seemed that the librarian and library board were attempting to tell her and the city council how to run the city. The library board members reported that they repeatedly informed the city council of problems affecting the library, mainly the leaky roof and the failure to receive the fiscal year 1976 city appropriation of $500 until November 1976. One person on the library board indicated she seemed to be identified by the mayor as involving the library board in a local committee, Citizens Having a Real Legal Interest for Equality (CHARLIE). Mayor Bewley said she thought these people (other board members and the librarian) were being "used." CHARLIE had retained legal counsel and was accusing the mayor and city council of violating state laws requiring the hiring of city residents for municipal positions and governing municipal budgeting practices. The librarian and board members reported that there had also been dissension between the employees of city hall and themselves over the use of the library's telephone during this period. The city provided the library with an extension telephone, not a private line, which meant that one of the city's lines was tied up when the library's extension was in use.

Findings of the Fact-Finding Team: Arnold's Allegations

Inedia Arnold was terminated as librarian of the Blue Mound Community Library at a public meeting of the city council without advance notice, by the mayor and city council and in spite of the city ordinance which created the library board and delegated administrative authority and responsibility for the library to it. This ordinance was in effect at the time of the dismissal.

Arnold was given no statement of grounds for her dismissal and no direct notice of termination. The notice of termination was given only by the mayor's appointment of a new librarian, with the council's acquiescence, followed later in the evening by the mayor's request that she turn in her keys to the library.

Having been hired by the library board as an employee of the library and having served in that capacity for a period of six years and four months, Arnold was entitled to advance notice with a statement of cause(s) from the library board if her employment was to be terminated. The library board did not find her service to be unsatisfactory, had no plans to terminate her employment, and did not fire her. The fact-finding team, therefore, found unfair employment practices in this termination.

Tenure, in its broadest sense, may be referred to in various ways, e.g. continuous employment, permanent employment career service, regular contract. ALA Policy 106.1, "Security of Employment in Libraries," supports the principle of continuous or permanent employment following the satisfactory completion of a probationary period. This statement provides that the precise terms and conditions of every appointment should be stated in writing and should include a clear statement of the institution's practice in regard to probation, security of employment, and retirement. It also provides that permanent employment status shall not preclude evaluation of performance at regular intervals according to applicable institutional policies and procedures. Although neither the city nor the library board had written policies on continuous employment or tenure, it would be assumed

that an employee with the number of years of acceptable performance completed by Arnold should have permanent employment status. She should have been terminated only with adequate cause. The fact-finding team did not find that adequate cause existed and, in this sense, did find there was a violation of tenure in this termination.

Another provision of the ALA Security of Employment in Libraries statement is that due process be included in library employment practices. Due process is defined as a statement of charges followed by the opportunity for a fair hearing; the right of counsel if desired; the right to present evidence and to cross examine; a decision based upon the record of the hearing; a right to appeal a dismissal judgment. There being no evidence of a statement of charges or of an opportunity provided for a hearing, the fact-finding team found due process lacking in this termination.

In addition, to make an appointment to a position which is not vacant is unethical. Since Arnold's successor was appointed by the mayor, with the city council acquiescing, before Arnold was terminated, the fact-finding team found clear substantiation for the allegation of unethical behavior.

The team did not find evidence of discrimination as alleged by Arnold.

Findings of the Fact-Finding Team: Bartholomew's Allegations

Dorothy Bartholomew was terminated as chairperson and member of the Blue Mound Community Library Board at a public meeting of the city council by council action approving appointment of five persons, all new to the five member board. Bartholomew was given no advance notice that her appointment to the board would not be renewed. Since the city ordinance provided for one year appointments and Bartholomew had already served on the board for more than two years, she had served the equivalent of more than two full terms. There had been no formal action reappointing Bartholomew or any other member of the board who served in 1975, 1976, and early 1977.

The fact-finding team found no evidence of job discrimination, unfair employment practices, lack of due process, unethical behavior, or tenure violation in Bartholomew's termination. The team did find the complete turnover in library board personnel a disruptive influence in the administration of the library. Staggered terms are a standard practice for appointments to public office to achieve continuity in service programs, to provide for orientation of those newly appointed, and to ensure that experienced and knowledgeable persons are available at all times.

The final allegation, that there was a violation of intellectual freedom, was given credence in the testimony heard. That the library board "subscribes to the philosophy expressed in the Library Bill of Rights and in the Freedom to Read statement of the American Library Association" is stated in the library's policy on book selection. The Library Bill of Rights specifically states that the "rights of an individual to the use of a library should not be denied or abridged because of his age, race, religion, national origins, or social or political views." Yet, it appears that prior to April 1977, community volunteers worked with the librarian as "screeners" to ensure that materials which they believed unsuitable for children would be made available only to adults. Testimony indicates that during the spring and summer of 1977, some members of the community removed a number of books from the collection on the grounds that they were unsuitable for the library to own and circulate. Although most of these books were subsequently returned to the collection, they were placed on the tops of tall bookstacks at random. The team was given to understand that the tops of these bookstacks had not previously been in regular use for housing the library's collection. Materials placed there were almost as inaccessible to adults as to the children from whom they were specifically being withheld.
Respectfully submitted,
Fact-Finding Team. Henry Van Os,
Andrew M. Hansen, and
Susanna Alexander, chairperson.
(March 1978)

Recommendations of the Staff Committee on Mediation, Arbitration, and Inquiry

SCMAI recommends that:

1. Inedia Arnold be paid as librarian for the period April 20, 1977, to March 8, 1978 (the date of her reinstatement as librarian), as she was dismissed by improper procedures and without due process, and the amount required for this payment be made available to the library by a supplementary allocation from city funds.

2. The city council establish procedures for making appointments to the library board on a regular, staggered term basis.

3. The library board establish written personnel policies and practices in accordance with the provisions of ALA Policy 106.1, "Security of Employment in Libraries," as it is the responsibility and authority of the library board to conduct the business of supervision and operation of the library for the City of Blue Mound.

4. The library board establish a formal process to review library materials about which there are written complaints, and procedures whereby library materials are accessible in conformance with the ALA Library Bill of Rights.

5. The ALA censure the Blue Mound City Council for improper and unethical actions, such censure to be removed as soon as restitution has been made to Inedia Arnold in accordance with SCMAI recommendation number 1.

6. The report be distributed to all principals in this case: Inedia Arnold, Dorothy Bartholomew, Betty Bewley, Blue Mound City Council.

7. The above report be published in *American Libraries* after the principals have been given the opportunity of filing a request for an appeal hearing.

Submitted by SCMAI: Alice Fite, Ruth Frame, Andrew Hansen, Judith Krug, Julie Virgo, and Robert Wedgeworth, chairperson.

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SHORT TAKES

Telling stories you like to tell. Choosing, learning, and telling stories are skills which can be acquired, says itinerant storyteller Nancy Schimmel, and she passes on what she knows in *Just Enough to Make a Story: A Sourcebook for Storytelling.* (Schimmel has been telling stories for 12 years, nine as a children's librarian and three as a freelancer, traveling across the country to give programs or working close to home in the San Francisco Bay area.)

In this self-published book she says people can tell stories successfully in so many ways there are no hard and fast rules, except one: tell stories you like to tell. She explains how *she* finds, learns, and tells stories, what works for others, and how to experiment.

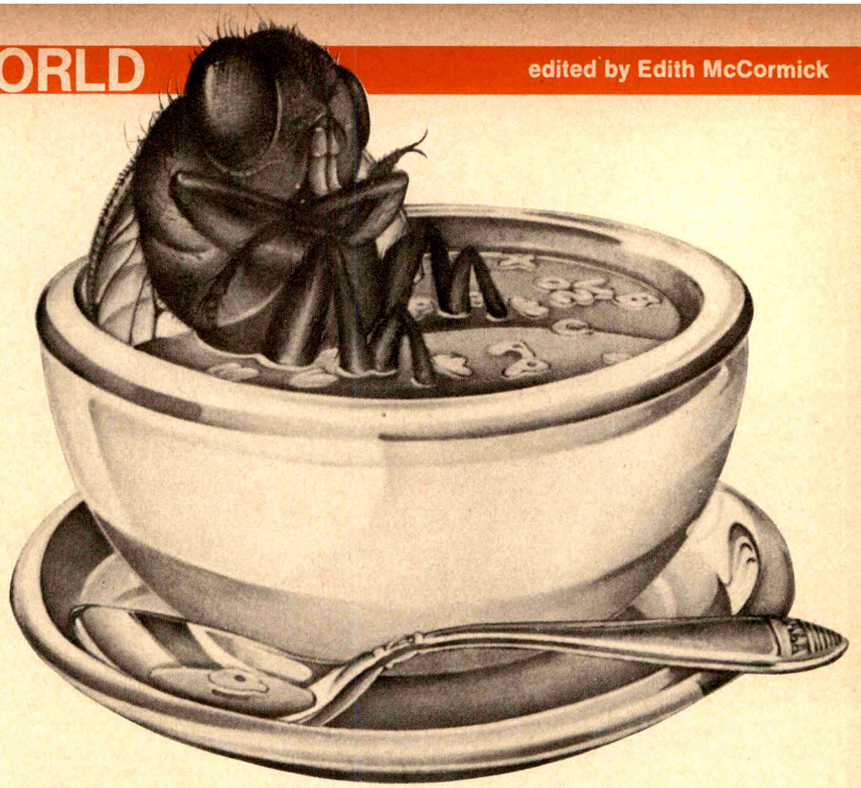
Among tips on choosing a story is to find one with a simple plot, without subplots and digressions—unless digressions are the point of the story (Mark Twain's "The Notorious Jumping Frog of Calaveras County").

In addition to listing sources for stories, storytellers, and multimedia storytelling aids (10 pages of paperfolding diagrams provide do-it-yourself props), the author presents three folktales and three original stories unavailable elsewhere.

Especially noteworthy is an annotated index to folk tales in which a female character takes an active positive role—and that includes creatures as well as other nonhuman she-life. 54 pages (paperback, 8½″ x 11″); $4 from Sister's Choice Press, 2027 Parker St., Berkeley, CA 94704 (0-932164-00-5).

Horse laughs on the left bank. Harlin Quist's 12 years as a children's book publishing loner with a style some call "perverse" and others "imaginative" seem to be paying off. Quist is adapting one of the most famous titles on his list, *The Geranium on the Window Sill Just Died But Teacher You Went Right On,* for a 1979 off-Broadway production and recently opened a bookshop on Paris' left bank, just five minutes from the literary cafes on Saint Germain des Prés.

Quist told *AL* his new enterprise "*only* sells Quist books in French and English —further surprise, the store is doing damn well in first two months of life." The shop doubles as an art gallery, where a section of the boutique displays original illustrations from Quist books, most of which are by French artists. In four exhibits scheduled this fall Quist will be selling the art, and he also plans to publish limited editions of signed prints for sale at the gallery. If all goes well, Quist will be opening a chain of bookshop-galleries in major European cities.



***Bending the ABC's** into a gallery of outrageous images,* Q Is for Crazy *by Ed Leander is an original paperback alphabet primer showing what happens "When one giant fly did a loop-dee-loop and landed kerplunk! in the alphabet soup." A fabulous "L" is formed by a fat cigar and Groucho Marx's head "Lying around upside down." Pictures by Jozef Sumichrast. $1.95 from Harlin Quist (77-073523, 0-8252-7512-1).*

One of the most exciting additions to the New-York-based Quist line is a boxed set of four 4-inch-square mini books called *The Little Box of Horse Laughs.* Irresistible to small hands, the shiny black box pictures the four heroes tucked inside: Nestor (father to the others), a plow horse who becomes a movie star; Ulysses, a race horse with fantasies; a poor nag named Jason driven to exhaustion by a curmudgeon using him to save on gas; and Nazareth, a prancing circus pony sold to a farm, where "alone she dreams of better days, / Hoping that there might be ways/ To ride again! to know the thrill/ Only the circus can truly fulfill!"

The charming rhymed verse in all four volumes is by David McNeil. Illustrations are by Henri Galeron (Nestor), Briseport (Ulysses), Nicole Claveloux (Jason), and Tina Mercie (Nazareth). $6.95 from Dial/Delacorte (77-84303, 0-8252-6290-9). *—E. McC.*

MAGAZINES

Blood Cells and Bankers

Human behavior, human experience, human history, human sciences sound similar, yet their differences constitute the major part of the "human interest" aspect of *Human Nature,* which premiered in January. Director Robert Ornstein, associate professor of Medical psychology, Langley Porter Neuropsychiatric Institute, University of California, and Editor Elizabeth Hall (former managing editor of *Psychology Today*) have combined their talents to produce a journal addressed to both the professional and the layperson.

Published monthly by Harcourt Brace Jovanovich, this periodical has joined the ranks of established consumer magazines such as *Human Behavior* and *Psychology Today.* Each issue contains approximately seven 10-page articles about human sciences encompassing such subjects as genetics, anthropology, psychology, biology, sociology, health, linguistics, ecology, and education. Authorities and researchers write the essays, expressing an international aspect in "The Education of a Japanese Banker" and "India's Sacred Cow," analyzing our basic actions in "Laws of Looking" and "The Sneeze," reflecting current interest in health and diet in "The Puzzle of Obesity" and "Belligerent Blood Cells: Immunotherapy and Cancer," and studying human infancy in "The Baby's Elastic Mind" and "What Baby Knows."

A noted scientist presents the results of research, arguments, personal opinions, and new discoveries in a regular feature: e.g., "They All Looked Sick to Me," by stress expert Hans Selye.

Probably the most unique feature of *Human Nature* is "Reconsiderations." An expert re-examines a contemporary classic in the human sciences to inform readers about its relevance to today's knowledge. Among the books reconsidered are *The Golden Bough* by Sir James G. Frazer (Macmillan, 1890).

With a subject matter as diverse as human nature, consulting editor Richard L. Grossman attempts to capture the editorial essence of the magazine in his column "The Practical Cogitator." Named after the book of the same title (Houghton Mifflin Co., 3rd ed., 1962), the column attempts to distill the best of speeches, novels, treaties, letters, and the like written by scholars and scientists throughout the ages.

Available either on newsstands ($1.75 cover price) or by subscription ($15 per year) from Human Nature, Inc., POB 9110, Greenwich, CT 06830.

A Place for the 20s Set

Your Place is a very personal title to depict a very personal journal that first appeared in April. This ad-jammed publication is intended for a generation of men and women in their twenties who have "more freedom, more options, more

to do—moving, choosing, discovering."

After 102 years of publishing the very successful and traditional woman's magazine, *McCall's*, the publisher is exploring the nontraditional market: the lifestyle of the '70s with its marriage patterns, travel mobility, education boom, expanding opportunities for women, and more open career objectives.

Cover stories selected for the first two issues present contemporary subjects such as "Playing With the Opposite Sex," a provocative come-on for a debate on whether men or women are better in sports, and "Career Passages in Your Twenties: What the Want Ads Don't Tell You."

Other articles explore getting to the top before age 30, the taxing (IRS) side of marriage, buying versus renting a place to live, the meeting game (the laundromat and bicycle repair shop vs. the singles bar), and the stresess of "not being a kid anymore" when visiting parents.

For variety *Your Place* includes departments and home features on Mom's Home Cooking, Travel, Music (e.g., "Soft Rock for a Saturday Night" and "Summer Festivals '78"), Vegetable Patch, Product Information, and Direct to Your Place (small back-of-the-book ads). Each issue consists of 112 to 128 full-color illustrated pages.

It should be noted the magazine has competitors in *Apartment Life* and *American Home*, but the latter titles concentrate primarily on the home and are not targeted at a particular age group.

Published bimonthly, with a 95¢ cover price, *Your Place* sells for $5.95 by subscription from POB 10173, Des Moines, IA 50349. —*David Lupton, Colo. State Univ. Libraries, Fort Collins.*

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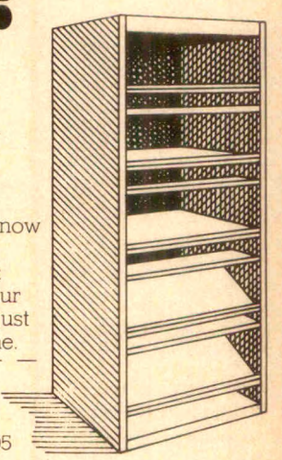

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Selected Films for Young Adults

A paraplegic talks about his work, marriage, and disability; a high school boy tapes his eyes shut to experience temporary blindness; and a man confesses to murdering a telephone, television, and radio in three of 14 films recently chosen for the 1978 Selected Films for Young Adults list.

Picked by members of an ALA Young Adult Services Division committee, the films all were released in the U.S. from 1975 to 1977. They were recommended by school and public librarians and audiovisual specialists who judged them on young adult appeal, technical quality, subject content, and utilization with different audiences.

Films on the list include Time-Life's *Blind Sunday,* Wombat's *For Gentlemen Only,* Pyramid's *Get It Together* and *Monsieur Pointu,* Perspective's *I'm a Fool,* Learning Corporation's *Moonwalk* and *It Must Be Love 'Cause I Feel So Dumb,* and Creative Film Society's *Metamorphosis.*

Others are Phoenix's *The Murderer* and *Nightlife,* Butler-Freedman's *Portrait of a Nurse,* Films Incorporated's *Seconds to Play,* Encyclopaedia Britannica's *Trader Vic's Used Cars,* and Atlanta's *Women in Sports: An Informal History.*

Centennial. Randolph Caldecott's sketch of himself at work (above) is part of a recently published anthology of works by the renowned children's illustrator. *The Randolph Caldecott Treasury,* which contains some 400 illustrations, commemorates 100 years' continuous publication of Caldecott's picture books. 288 pages; about $25 from Frederick Warne and Co., 101 Fifth Ave., NYC 10003.

Special Report to Focus on Schools

Declining enrollment, dwindling finances, and decreasing emphasis on standards for employing media professionals are among the concerns of school librarians, who hold about 50 percent of the nation's library jobs.

In a special section scheduled for next month, *American Libraries* will open the multifaceted world of school libraries to general library readers. Prominent educators and school librarians will explore accreditation, the role of the paraprofessional in the school media center, ways to maintain high standards for media center programs and personnel, and the place of the school library in networking.

In addition, *AL* will inaugurate a new series on ALA's divisions with a profile of the American Association of School Librarians.

Child Resource Center Opens

Child development literature, records, games and toys, and method books on parenting are among materials at the New York Public Library's Early Childhood Resource Center, scheduled to open this month.

Located in the Hudson Park Branch in Manhattan, the center will focus on children from birth through first grade. Its multimedia resources will concern parenting, health and nutrition, language development, day care center management, and other subjects.

Programs Win $500 Grants

The Children's Book Council Parent Activities Committee has awarded $500 grants to seven of 400 institutions that submitted proposals for projects to bring children's books to the attention of parents. Recipients are:

- The Los Angeles Public Library's Children's Room, for a series of ten half-hour noontime sessions to integrate children's books into family life;
- The Orlando (Fla.) Public Library's Children's Department, for a program to distribute a packet of reading and activity materials to new mothers in 13 hospital maternity wards;
- The Children's Reading Round Table of Boise, Idaho, for a program involving fathers;
- The Children's Better Books Committee of Portland, Maine, for "A Children's Book Talk Service," ten speakers who will discuss children's books as an essential part of family life;
- The New York City Board of Education, for a series of six workshops for Brooklyn parents on topics such as motivating children to read;
- Wright State University, Celina, Ohio, for four, 15-minute cable television programs focusing on books for various age groups;
- The Book Bag, Galveston, Tex., for a program in which mothers visit homes and prepare book fairs for parents who wish to make more and better books available to their children.

Whodunit? "Mysteries" is the theme of the Children's Book Council's 1979 Year-Round Reading Program, which features a kit containing two bookmarks (one shown above), a 17″ x 22″ color poster showing a pair of junior sleuths, a streamer, and an annotated list of 40 children's mystery books for grades four through eight. The kit is $9, and items are available separately from the Children's Book Council, 67 Irving Pl., NYC 10003.

THE SOURCE

edited by Susan Spaeth Cherry

ALA GENERAL NEWS

Putnam Award in 1979

ALA's Awards Committee is accepting applications for the 1979 Herbert W. Putnam Award, a $500 grant to support travel, writing, or any project improving the recipient's service to librarianship or society.

Presented about every five years, the awards honors the Librarian of Congress who served from 1899 to 1939. Dec. 15 is the application deadline. Information and applications are available from Patricia R. Harris, Awards Committee Staff Liaison, ALA, 50 E. Huron St., Chicago, IL 60611.

The winner will be announced next June, and the award will be presented at the 1979 ALA Annual Conference in Dallas.

Conferences to Develop Media Evaluation Skills

ALA's Association for Library Service to Children is planning a series of ten regional conferences on "Media Evaluation: The Group Process." Scheduled nationwide during 1979, the conferences will teach media evaluation techniques and group leadership skills to children's library service specialists.

Group dynamics and media evaluation experts will lead the programs, which will feature small group experiences and analysis of books, filmstrips, recordings, and other materials.

The prototype conference will take place in late February or early March in Rochester, Minn. Participants, who will be selected by an ALSC committee, will help plan future conferences.

Librarians wishing to take part should write to Bridget Lamont, c/o ALSC, ALA, 50 E. Huron St., Chicago, IL 60611. The deadline is Oct. 30. Selectors will consider candidates' leadership potential, seek geographic distribution, and give priority to ALSC members.

Livingston Joins OIF

Lynn Livingston of Kenosha, Wis., is the new assistant to the director of ALA's Office for Intellectual Freedom. Assisting in censorship problems and program development, she will coordinate activities of state intellectual freedom committee heads.

Livingston formerly was librarian at a Racine (Wis.) school of 500 students. She is a certified elementary school teacher with a master's degree in library science from the University of Missouri.

During the 1976 annual conference, Livingston worked as a student intern for OIF director Judy Krug.

Gay Interests Survey

ALA's Social Responsibilities Round Table Task Force on Gay Liberation is conducting a survey to determine concerns of gay people in the library profession. Focusing on job discrimination, the two-page survey will be the nucleus of a future task force report.

To confidentially request a survey form, write to ALA/SRRT Gay Task Force, POB 2383, Philadelphia, PA 19103. Forms should be returned by Nov. 17.

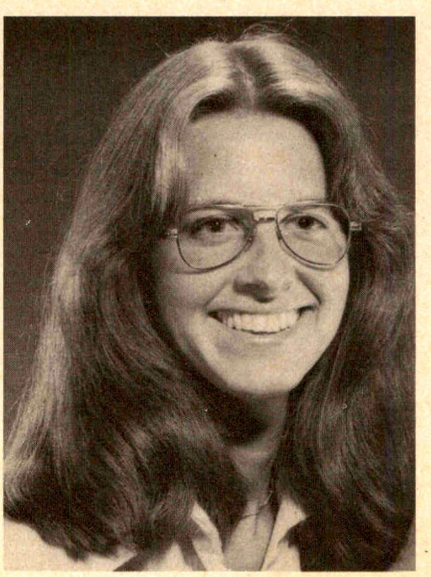
Josephine to Edit RQ

Helen B. Josephine, director of Berkeley, California's Research for Information Unlimited, has been appointed editor of *RQ*, the official journal of ALA's Reference and Adult Services Division.

After serving as assistant editor for a year, she will take full charge of the publication from 1979 to 1982.

Formerly editor of *Women Library Workers Newsletter* and *Calibrarian*, Josephine also has written book reviews and articles for *Library Journal* and *School Library Journal*. She has a bachelor's degree in English literature and a master's degree in library science.

Josephine has worked as a reference librarian at California's Solano County Library, as library instruction librarian at the University of California, and as reference librarian at the Women's History Library, Berkeley.



Helen B. Josephine

Awards Recognize Special Service

Nominations will be accepted until Dec. 1 for two awards presented annually by ALA's Association of Specialized and Cooperative Library Agencies (formerly ASLA and HRLSD).

The Exceptional Service Award recognizes outstanding library service to the homebound and patrons and staffs of hospitals, institutions, and other special agencies.

The Francis Joseph Campbell Citation and Medal, presented by ASCLA's Library Service to the Blind and Physically Handicapped Section, honors a person who has advanced library service to the blind.

Nomination forms are available from Sandra M. Cooper, ASCLA executive secretary, ALA, 50 E. Huron St., Chicago, IL 60611.

UPDATE: LIBRARYLAND

Energy. The Public Library of Columbus and Franklin County (Ohio) recently opened a new Energy Resource Center for consumers, contractors, and architects seeking information on ways to reduce energy demand. A committee of Columbus's American Institute of Architects conceived the center and donated $1,000 toward purchasing materials for it.

The October 1978 issue of "Graduate Library School Programs Accredited by the American Library Association" is now available.

Issued semi-annually, it lists name, address, and phone number, dean or director, and degrees offered at each accredited school. The resource designates schools offering doctoral and post-master's specialist or certificate programs.

Send requests for copies with a stamped, self-addressed, 9¼" x 4" envelope to Accredited List, ALA, 50 E. Huron St., Chicago, IL 60611.

Creative programming. Pennsylvania's Delaware County Libraries Association has used a one-year LSCA grant to compile a handbook on children's programming. It lists goals, development of puppetry and toy collections, programming resources, and public relations tactics. The handbook, which features an annotated list of related titles, is available on loan through state libraries.

Recognition. The Public Library Association and the Baker and Taylor

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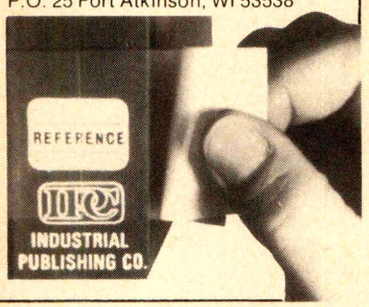

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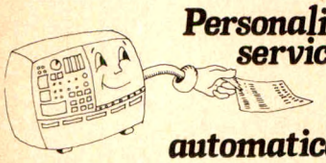

Faxon's automation means even more than computer speed and accuracy. It means systems designed to make Faxon customers virtual experts in subscription management.

Faxon's new SCOPE Service enables libraries to monitor price increases over a three-year period by taking price data directly from their unique personal history files stored in Faxon's computer. SCOPE is ideal for department heads and subject specialists who can make a thorough review of subscription costs as they relate to budgets prior to annual renewal.

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Company will award $2,000 to a librarian with extraordinary knowledge of books or other library materials. Dec. 15 is the application deadline for the Allie Beth Martin Award, named after a former ALA president. Request nomination forms from Mildred Smock, Free Public Library, Council Bluffs, IA 51501, or the PLA Office, ALA, 50 E. Huron St., Chicago, IL 60611.

Copyright policy. Jerome K. Miller of the University of Illinois is seeking policy statements from libraries of all types and sizes for a copyright policy study. Statements may relate to staff copying for patrons, photocopying for interlibrary loans, making multiple photocopies for teachers, placing photocopies on reserve, and copying AV, TV, and graphic materials. Send statements to J. K. Miller, Graduate School of Library Science, University of Illinois, Urbana, IL 61801.

Spanish services. Wisconsin's Division for Library Services is formulating a statewide plan for library service to Spanish-speaking people. Next month, the division will report on its summer study to identify information needs and current Spanish-speaking services.

State aid. For the first time, Louisiana libraries will be able to use state funds to buy library materials. Following lobbying by librarians, trustees, and citizen advocates, the Louisiana State Library has received a state appropriation of $1,516,213 to distribute locally.

Library cooperation. Through an expanding, two-year-old program called Info Pass, libraries in the Jackson, Miss. area periodically exchange personnel and bibliographies of recent acquisitions. Sponsored by the Mississippi Library Council, Info Pass is intended to promote library resource strength and accessibility.

ACADEMIA

Recent Articles Describe Ancient Research Collection

The following was reported by Thomas B. Slavens, University of Michigan School of Library Science.

Analyses of recent findings at ancient Elba, not far from Aleppo in northern Syria, have special interest for librarians. An Italian archeological expedition headed by Paolo Matthiae has unearthed thousands of cuneiform tablets since 1974 in what can best be described as an archive or library in a palace complex. The tablets date from about the middle of the third millennium B.C. and constitute the largest single collection from such an early period. They exceed in number the tablets of similar date from all other sites in the Near East.

When posts and shelves lining the walls disintegrated, the tablets fell in heaps, still grouped according to size, shape, and subject matter. The arrangements are preserved in photographs and other records of the digging. From an examination of this order and the contents of the tablets, it should be possible to recover the principles and system of organization of the oldest known archive in the world.

Authoritative articles by Giovanni Pettinato and Paolo Matthiae on the discoveries and contents of the tablets appear in English in the May and September 1976 issues of *Biblical Archeologist*. A follow-up by Matthiae is in the July 1977 *Archaeology*, and additional documents and reports are being published by *BA*. The 1978 *World Book Encyclopedia Science Year Book* carries a survey article.

Why Perish?

The ACRL Publications in Librarianship Editorial Board is seeking book-length manuscripts and proposals based on works in progress (accompanied by an outline of the contents). Theses and dissertations will be considered but may require rewriting. Manuscripts are acknowledged and read by at least two board members.

The ACRL Publications in Librarianship Series includes many subjects of interest to academic librarians. In the 39 volumes published to date are works on the academic librarian's career, the role of the beginning university librarian, the undergraduate library, interlibrary loan, faculty status, nonprint materials, collective bargaining, and academic library history.

Write Joe W. Kraus, editor and chair, ACRL Publications in Librarianship Board, Milner Library, Illinois State University, Normal, IL 61761.

Funding To Aid Self-Studies

A new Academic Library Program (ALP) will allow libraries in universities and two- and four-year colleges to take advantage of tested self-study methods to assess and improve their services and refine managerial and operational practices. The Council on Library Resources, Inc. (CLR) has granted $326,500 to the Association of Research Libraries (ARL), Office of University Library Management Studies, in support of ALP. The five-year grant has been enhanced by $250,000 from the Andrew W. Mel-

lon Foundation and an equal commitment from ARL totaling $826,500.

At the heart of the undertaking is an Office of Management Studies (OMS) plan to train about 100 outstanding librarians to serve as consultants in specific areas (e.g., collection development, management processes, library services), to provide the consultants with specialized guides and manuals, and to give backup assistance to the consultants when appropriate.

The initiative for taking advantage of the skills and services of OMS and the consultants will rest with the colleges and universities themselves. They will need to commit a reasonable amount of staff time and a small amount of money in order to improve services and to bring program objectives into balance with financial resources and operating capabilities.

The Academic Library Program builds upon tested OMS programs such as the Management Review and Analysis Program (*AL*, May 1978, pp. 298–99) and the Academic Library Development Program, supported by CLR, and the Collection Analysis Project, supported by the Mellon Foundation.

Planners hope ALP will also encourage academic libraries of all kinds to draw closer together, an important step toward meeting the bibliographic, resource, and service needs of all faculty members and students.

ALA's Association of College and Research Libraries has endorsed the new program and will participate in its design and development.

Further information about ALP and application procedures is available from the ARL Office of Management Studies, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

$2,000 Offered for Academic Research Librarian of the Year

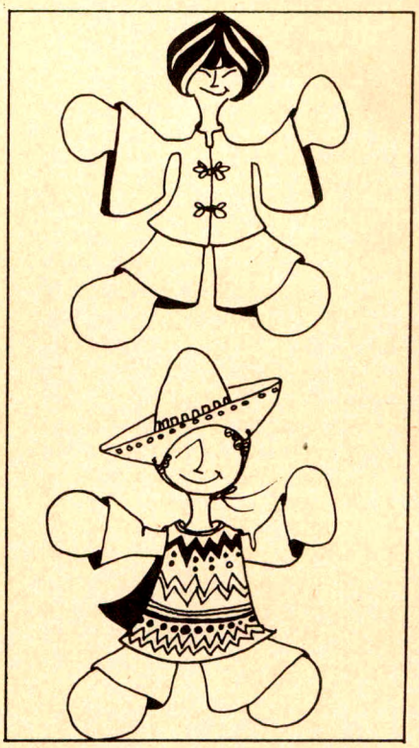
An academic/research librarian judged to excel in professional activity and encouragement of young librarians will win $2,000 in a new award program sponsored by the Baker & Taylor Co. and administered by a committee of ALA's Association of College and Research Libraries.

The award will be given annually to an outstanding librarian judged on the basis of significant and influential research, publication of a body of writing, planning and implementation of exemplary programs, and activity in professional organizations.

The first winner will be announced at the ACRL fall conference in Boston.

Committee chair is Philip J. McNiff, Director, Boston Public Library, 666 Boylston St., Box 286, Boston, MA 02117. Nomination forms are also available from ALA/ACRL, 50 E. Huron St., Chicago, IL 60611.

SCHOOL MEDIA CENTER



Melting pot. By the end of this year, three *Handbooks for Multicultural Studies in Elementary Schools* will be available from R & E Research Associates, Inc. Written by two teachers, the booklets contain activities teaching multicultural concepts. In looseleaf format, the handbooks cover more than 15 ethnic groups (including Asian-Americans and Chicanos, above). All activities fit into major curriculum areas. Each handbook contains extensive reference material for teachers and students. For more information, contact R & E Research Associates, Inc., 936 Industrial Ave., Palo Alto, CA 94303.

Apply Now for President's Award

December 1 is the deadline to submit nominations for the second annual President's Award, sponsored by the American Association of School Librarians and the Baker and Taylor Co. The $2,000 stipend, which recognizes achievement in the school library media field, will be presented at ALA's 1979 Annual Conference.

Individuals nominated should be achievers in serving the library profession through AASL, conducting significant research on school library service, writing scholarly or theoretical works, helping school library development, or planning and implementing a[n] exemplary school library media prog[ram]

Established to honor Baker and [Tay]lor's 150th anniversary, the awa[rd] given annually. Personal AASL m[em]bers and authorized officers of AASL a[f]filiates may request applications from Bernard Franckowiak, University of Washington School of Librarianship, FM-30, Seattle, WA 98195, or from the AASL office, 50 E. Huron St., Chicago, IL 60611.

Diorama Sheds Light On School Media Centers

A miniature traveling library, complete with librarians, students, and print and AV materials, will visit several pre-White House conferences in the next year. The library is a diorama, conceived by Pennsylvania School Library Association Pres. Celeste DiCarlo and produced with the Brodart, Inc. School Library Group.

The clear plastic enclosure is designed to illustrate the "total media" concept of an elementary and high school media center. Earphones produce a taped tour of the model facility, where individual sections light up as they are explained.

The diorama already has appeared at the ALA Annual Conference and the Pennsylvania Governor's Conference.

For Distinguished Service

State, county, and district school superintendents and building principals are eligible for the annual Distinguished Library Service Award for School Administrators, sponsored by the American Association of School Librarians.

The award honors an individual who has made a "unique and sustained contribution toward furthering the role of the school library media center and its development in elementary or secondary education." Nominees must have administrative jobs and must be directly responsible for an elementary or secondary school or school group.

Nomination forms, which must be completed and postmarked no later than Dec. 11, are available from Hallie A. Jordan, Chairperson, Distinguished Library Service Award for School Administrators Committee, 1911 Eugene Ave., Selma, AL 36701.

Annual Award to Honor Exemplary Media Programs

The American Association of School Librarians and the Encyclopaedia Britannica Companies will present $5,000 to the winner of the 1979 School Library Media Program of the Year award, honoring exemplary elementary school media programs.

Public, private, and parochial schools

award, which will National Library any as five non- so will be cited rams.

due Nov. 13, ..SL, 50 E. Huron 60611, or from state media supervisors.

REFERENCE

Wallet Sized Reference

What folds up to credit card size and contains a plethora of library statistics?

It's the New York Library Association's "Library Card," a handy reference tool for librarians, trustees, and patrons alike. Developed and designed by members of the association's Legislative Committee, the green and blue card tells the number of patrons served, the cost of materials, funding sources, the number of personnel, and other facts about New York's public, academic and school libraries, reference and research library resource councils, and the State Library.

When presented to legislators, the card can be an effective lobbying aid. Single copies are free with a self-addressed, stamped envelope from NYLA Publications, New York Library Association, 60 East 42 St., Suite 1242, NYC 10017.

Measuring the Statistics

The proceedings of a 1976 ALA Annual Conference program on measuring reference service are now available in an 81-page pamphlet from the Library Administration and Management Association.

The publication includes seven papers by librarians and researchers. Topics include use of statistics at the state level, the National Center for Educational Statistics, national reporting on reference transactions, and reference services accountability and measurement.

The pamphlet is $2 from LAMA, 50 E. Huron St., Chicago, IL 60611.

Akron Computer Service Locates Funding Sources

To help local governments and organizations spot federal aid programs that might help them, the Akron-Summit County (Ohio) Public Library has operated a FAPRS computer terminal since last November. Designed by the U.S. Department of Agriculture, the Federal Domestic Assistance Retrieval System asks multiple choice, yes/no questions to determine the eligibility and interest of each group. Then, scanning more than 1,000 federal loan, grant, and technical assistance programs, it identifies those applicable to the group's situation.

Akron's computer terminal is supported by the three organizations currently using it: the United Way, the Council of Governments, and an Ohio regional planning organization.

Notes for Philologues

Vulpicide: a fox killer

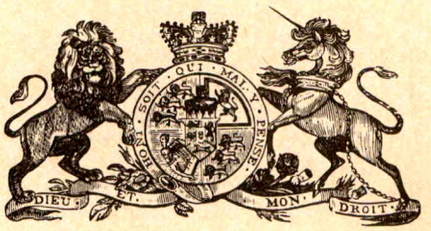
Pantaraxia: actions aimed at keeping people on their toes

Pogonophile: an admirer or student of beards

Terms such as these appear in *-Ologies and -Isms: A Thematic Dictionary,* edited by Howard G. Zettler and published recently by Gale Research Co. The book contains 3,332 uncommon terms usually omitted from or hidden in standard dictionaries.

Arranged alphabetically by category, the dictionary lists and defines uncommon words related to each subject heading. Most listings have endings such as -ology, -ism, -ity, -ic, and -phobia.

Indexed; 227 pages; $18 from Gale, Book Tower, Detroit, MI 48226 (0-8103-1014-7; 78-8328).



Family tree-climbing. Burgeoning interest in genealogy has prompted the Public Library of Youngstown and Mahoning County (Ohio) to publish "Genealogy and Research—In and Out of the Library—A Beginner's Guide." Prepared by staffers, the illustrated booklet contains information on using the genealogical collection and outside sources for root-tracing. Topics include coats of arms (above) and hereditary and patriotic societies. $3 from the YPL Public Relations Office, 305 Wick Ave., Youngstown, OH 44503.

Service Lists Missing Treasures

This summer marked the debut of a new reference subscription service providing information on missing works of art worldwide. Called "The International Guide to Missing Treasures," the service is aimed at individuals, libraries, and institutions owning valuable paintings, drawings, sculptures, prints, antiques, tapestries, coins, rare books, and manuscripts.

In addition to new bulletins, subscribers receive three quarterly supplements containing photographs and descriptions of works reported missing in the last three months. The data reappears in the fourth issue, the Annual Volume, which also contains current information and news about recovered treasures.

The service also helps locate missing items by contacting police and subscribers worldwide within 48 hours of the time a loss is confirmed.

Subscriptions during the service's first year will be $225 ($250 outside the U.S.). The International Guide to Missing Treasures, 219 E. 69th St., New York, NY 10021.

TECHNICAL SERVICES

Giant Strides in Bibliographic Control for Eastern Materials

The Library of Congress, with a $300,000 grant, and Harvard University Library, with a $15,000 one, are compiling a Near East Union List and adding HUL Middle Eastern serial records to the CONSER machine-readable base.

The LC project, under the auspices of the Middle East Studies Association of America, is funded by the al Dir'iyyah Institute and the National Endowment for the Humanities. Harvard's grant is from the Carnegie Foundation.

In about three years, LC's Near East Union List project will produce a computerized catalog (in the Roman alphabet) locating American library holdings of monographs and serials in Arabic, Persian, and Turkish. Dorothy Stehle is project editor.

Harvard's one-year conversion project seeks to integrate serials cataloging data from one of the world's foremost Middle Eastern collections into the CONSER base, which is available to members of OCLC and other cooperative groups. The retrospective conversion effort will encompass titles in Arabic, Persian, Urdu, Ottoman Turkish, modern Turkish, and Armenian. Francine McNulty and Judith Vargas-Villa are carrying out the project.

Book on Freezing Catalogs

With LC's postponement of its catalog freezing and adoption of AACR 2 until 1981, libraries will have the leisure to study such germane discussions as *Freezing Card Catalogs,* new from the Association of Research Libraries.

Less a technical guide than a survey of managerial challenges in the switch to alternative catalogs, the publication has an introductory chapter, "Closing the Card Catalog; A Survey on the

Status of Planning in ARL Libraries," by Richard M. Dougherty. It features three papers from the 1978 ARL Membership Meeting: "Planning for the Catalogs: A Managerial Perspective," by Joseph Rosenthal; "Two Years with a Closed Catalog," by Robert Blackburn; and "Implications for ARL Directors of Freezing the Library of Congress Catalogs," by H. William Axford.

Order from ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036, at $3 prepaid.

Super-SPEC on Card Catalog Planning Now Available

"Planning for the Future of the Card Catalog" is a larger-than-usual SPEC kit from the Association of Research Libraries. The 175-page kit is made up of 17 documents gathered from research and academic libraries in spring 1978.

How does one plan for the future of card catalogs with limited information on cataloging changes and undetermined financing? The kit contains three general planning documents, three on technical service plans, four on reader/user service planning, three examples of staff participation/education, and two bibliographies. Prepaid prices are $7.50 for ARL members and SPEC subscribers; $15 to others. OMS/ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

Baker & Taylor Enters COM Field

The Baker & Taylor Company's new LIBRIS program offers services for conversion of catalog cards into microfilm or microfiche with weekly updates. Bibliographic data can be provided in a MARC II-compatible format on magnetic tape.

The new service will provide a "comprehensive acquisitions database," which can be accessed for preorder searching as well as online ordering. A special task force will evaluate library needs and assist in installation.

Acquisitions for Acquisitioners

"Acquisitions are the backbone of any library," says a press release announcing *Acquisitions: Where, What, and How*, by Ted Greider (Westport, Conn., Greenwood Press, 1978, 277 p., $18.95; 0-8371-9809-9, 77-84762).

Curator and literary critic, Greider examines all the acquisitions vertebrae, from logistics of selection to retrospective collection development. The volume's detailed explanations and graphics make it a practical manual or student text.

An ALA press release hails the fourth edition of *International Subscription*

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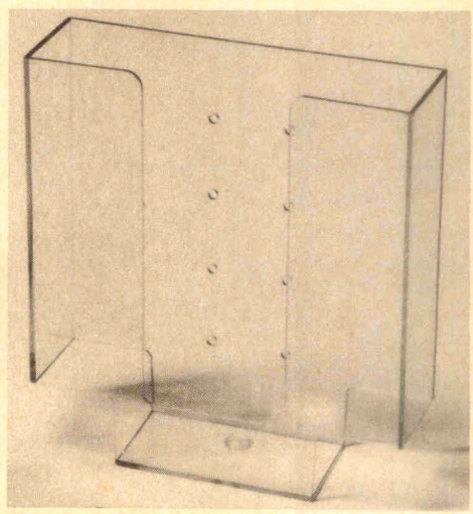

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hat have the Big Guys learned about the cost-effectiveness of automated acquisitions? A new SPEC kit from the Association of Research Libraries reports the whys, why-nots, and hows of contemporary acquisitions practices in 77 member institutions. "Automated Acquisitions in ARL Libraries" (SPEC Kit #44) is available from OMS/ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036. $7.50 for ARL members, $15 for others, prepaid.

Newspeak

"What does the 'OCLC' in OCLC, Inc., stand for? The 'OCLC' in OCLC, Inc., the new name replacing the former 'Ohio College Library Center,' does not stand for anything. OCLC, Inc. is not an acronym. OCLC is OCLC."

—*OCLC Newsletter,* Jan. 4, 1978.

Houston Pioneers in Fiber Optics

Even Henny Youngman can't do 2,400 bits a second; but for a fiber optic conductor the thickness of a pin, it's part of the repertoire. Fiber optics, the process of transmitting information on coherent light beams, is being hailed as revolutionary for its smaller size, increased capacity, and lower cost compared to copper wire.

Among the first library users of the new technology is the Houston Public. It communicates bibliographic and ordering data over fiber optic guides from its CRT terminals via a minicomputer to a city computer center. Tech services chief Jay Clark says the system has been operating perfectly since its inauguration in April.

Headings for Theology Libraries

The Church and Synagogue Library Association has published the third in its trilogy of technical processing guides.

Subject Headings for Church or Synagogue Libraries, by Dorothy B. Kersten, is available from CSLA, P.O. Box 1130, Bryn Mawr, PA 19010, at $3 for members, $3.50 to others, prepaid. It follows *Cataloging Books Step by Step* and *Classifying Church or Synagogue Library Materials,* each $2/$2.50 prepaid. Add 50 cents if billing is required.

mediatmosphere

Tips on Nonprint Acquisition From the Media Professional Next Door

by Helen J. Ackerman

The typical community college has a comprehensive curriculum offering both academic transfer and terminal vocational programs. Its student population is varied, and its admissions generally are open. The community college resource specialist or acquisitions librarian has the challenging job of serving a diverse range of programs and interests. How does that person decide how to make the best use of the software budget?

The old cliche, "More than one road leads to Rome," applies to selection and evaluation of nonprint instructional materials. The road we follow at Montgomery College, Takoma Park, Md., seems to work. Media professionals designed our method in cooperation with the library staff. An integral part of the library's LC cataloging system, the method emphasizes selection to meet instructional objectives, organization and circulation for greatest use, ease of location, and economy of resources. Budget justification is a "front end" feature of the system.

Creating Our World

Media selectors implementing the system must be learner oriented and versatile. They should have a broad educational background and should understand libraries and information systems. Above all, they must be versed in learning theory, curriculum, and instructional development so they can assess curricular needs and search out materials satisfying those needs. In short, they should be qualified to gain the confidence of the academic faculty they serve and consult.

We expect those making media selections to understand the characteristics, advantages, and disadvantages of various media. They must be knowledgeable of current media research and its applications to learning. Selectors with such qualifications produce client satisfaction with cost and learning effectiveness.

The philosophy underlying Montgomery's general educational goals, as well as ALA's Library Bill of Rights, is the basis for our media collection. It promotes academic freedom, free speech, and assembling a balanced collection.

An equally important, fundamental element is a recognized statement of acquisition authority. Without the official sanction of the board of trustees, or a similar body, media personnel can easily fall into a quagmire of confusion about their assignments.

In the beginning, we created our world by securing some media selection tools compiled in recent years. Although many indexes are aimed at elementary or secondary schools, a few are valuable for undergraduate colleges: the Library of Congress catalogs on films and other projection materials; the LC catalog on music and sound recording; some of the Bowker publications, particularly the NICEM Indexes, which have been updated regularly; Pierian Press' *Media Review Digest,* a quarterly with annual cumulations; and Pierian's series, *Free-Loan Films.* A wealth of free catalogs from university film libraries and dozens of AV producers also awaits the media collection builder.

Before purchase, a Montgomery faculty member evaluates each item in writing, noting its learning objective, the course which will use it, and the estimated number of students it will benefit. The evaluation also includes a technical quality appraisal by a media specialist and, when possible, student reaction.

Evaluation gives the acquisition system credence in the academic community and justification for building a budget. When funds are approved, acquisitions are made, processed, and cataloged using the Library of Congress system. The material is stored centrally so every academic department has access to it.

The final phase of the procedure is preparing a book catalog organized by Montgomery College subjects or programs, rather than LC classifications. The catalog gives the faculty a yearly updated list of all nonprint materials in

Helen J. Ackerman is a resource specialist in the Department of Learning Resources, Montgomery College, Takoma Park, Md. Her major responsibility is evaluation, selection, and acquisition of nonprint instructional materials.

each category of instruction at the college. Regular inventorying provides the data necessary to repair or replace lost or damaged items. It also makes clients aware of their accountability in using the nonprint materials.

"It's Working"

We started by circulating literature or reviews about interesting items in our collection. Before we knew it, people were beating a well-trodden path to our door. Regular survey questionnaires have been a good source of feedback during the first years of the system's operation. Now, several years later, it is probably time to consider something more extensive. Can we cost out the benefits of the system on a per student basis, or can we study the cost effectiveness of one medium over another–slides versus motion pictures, for example? Or can we determine if the materials are, in fact, achieving the learning objectives for which they were selected? As a public institution, we will seek ways to justify, more adequately, the expenditures made for the service rendered.

In summary, Montgomery College's acquisitions system for nonprint instructional materials works because:

- The selection process is tied to the instructional program and its learning objectives.
- Faculty members preview and evaluate materials before purchase.
- Budget justification is an outgrowth of evaluation.
- A centralized system of storage and retrieval encourages interdisciplinary use and effects economy.
- A book catalog organized by instructional programs facilitates title location and increases usage.
- Evaluation does more than count titles; it attempts to measure educational improvement and assess future needs.

Last, but not least, media professionals have the chance to screen a host of interesting, artistic, and informative materials, and gain the satisfaction of performing a real service to the educational community.

WOMEN

New Service Catalogs Women's Materials on Fiche

The political role of women, suffrage movements, and equal employment are among subjects covered by BiblioFem, a new catalog/bibliography service offered by the City of London Polytechnic Library and Learning Resources Service.

Materials in the Polytechnic's Fawcett Library and the library of England's Equal Opportunities Commission will be listed on computer microfiche issued monthly. Each fiche set, which will include books, pamphlets, theses, research reports, periodicals, and other materials on women's issues, will replace the previous one. BiblioFem also will record extensive women's publications outside the Fawcett or EOC library collections.

Each fiche set comes with an instruction book and subject index. Annual subscriptions are about $90 from City of London Polytechnic Fawcett Library, Old Castle St., London, E17NT. Eng.

Women Earn 45 Percent of Doctoral Library Degrees

Forty-five percent of the 1976 doctoral degrees in librarianship were awarded to women, according to a recent study by the National Center for Education Statistics. Only two other fields—home economics and foreign languages—had more female doctoral degree recipients.

The total number and percentage of doctoral degrees to women increased between 1971 and 1976. The lowest percentages were in engineering (2%), law (4%), theology (4%), business and management (5%), and agriculture and natural sciences (7%).

The study, "Doctoral Degree Awards to Women," is available free from the Systems Design and Analysis Branch, DPVES, National Center for Education Statistics, 400 Maryland Ave., S.W., Washington, DC 20202.

Educational Equity Network, Resource Publication Debut

The U.S. Office of Education has established a new Women's Educational Equity Act Communications Network at the Far West Laboratory for Educational Research and Development in San Francisco. It will serve researchers, practitioners, and the public nationwide by conducting information searches, compiling bibliographies, reviewing and analyzing current studies and activities on women's educational equity, conducting conferences and workshops, writing newsletters, and providing question-answering services.

The network's computer data base will be closely coordinated with the ERIC system. It will be computer searchable from hundreds of locations across the nation.

More information is available from Far West Laboratory for Educational Research and Development, 1855 Folsom St., San Francisco, CA 94103.

A new publication, *Resources in Women's Educational Equity,* features citations of some 1,300 documents from eight major data bases. The do deal with subjects such as women ticipation in education, sex roles stereotyping, and legislation on sex crimination in education. Available \$5 prepaid from the Superintendent o Documents, GPO, Washington, DC 20402, order no. 017-080-01820-9.

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, writes the notes in this column.

COM-munication

Computer-Output Microfilm: Its Library Applications, by William Saffady, is a state-of-the-art review of an increasingly popular medium for library catalogs, publications, and other material. The book describes COM technology and its specific library uses. It addresses factors that have caused resistance to COM, as well as features that make it an attractive and potentially valuable system. 198 pages (paperback); $10.50 from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (78-18416; 0-8389-3217-7).

Guide Outlines Library Procedures

Stone Hills Area Library Services Authority, an Indiana multitype library cooperative, has produced *Procedures and Guidelines for Library Operations.* The guide was developed to help small-to-medium-sized libraries develop their own manual for training library aides, or to serve as a basic manual. 93 pages, looseleaf, $5 prepaid from the Authority, 2222 W. 8th St., Bedford, IN 47421. (Indiana residents add 4-percent tax or furnish tax-exempt number.)

An Ounce of Prevention

Disaster Prevention and Disaster Preparedness, Hilda Bohem's study for the University of California's nine campuses, is designed as a model to help other libraries formulate their own disaster plans. It covers factors such as formation of prevention and action teams, procedures for recovery, and equipment to minimize damage and salvage material. The study also lists sources of conservation assistance. $2.00 prepaid (check payable to Regents of the University of California) from Catherine Sakalay, Office of the Assistant Vice President, 635 University Hall, University of California, Berkeley, CA 94720.

To Catch "Ubiquitous Thieves"

Prompted by increasing concern about theft of library materials, librarians are expanding efforts to deal with what author Alice Harrison Bahr calls

." In *Book Theft ystems, 1978-79,* thods for evalu- sses. latest elec- , the study de- conducting inven- inexpensive sampling or estimating losses. The also discusses nonautomated de- es for reducing losses, such as guards and turnstiles.

The 128-page, indexed paperbound volume presents a useful survey of current trends in the field. It includes bibliographical references and illustrations. Available at $24.50 from Knowledge Industry Publications, Inc., 2 Corporate Park Dr., White Plains, NY 10604 (77-25284; 0-914236-14-8).

COLLECTORS' ITEMS

Wordsworth on Microfilm

Cornell University now owns a microfilm collection of heretofore unknown personal papers of English poet William Wordsworth. Among the papers are 30 letters and fragments of correspondence between the poet and his wife. Until recently, only one such letter had been discovered.

Last year Cornell paid $73,000 for the six cartons of papers at a Sotheby's auction in London. But it could not export the national treasure because the Wordsworth Museum at Dove Cottage in England's Lake District later matched the purchase price. Negotiations took place, and Cornell finally received a full microfilm set of the papers.

The letters according to *The Times* of London "demolish the image of Wordsworth as a cool, rather distant figure who found more inspiration in his sister Dorothy than in his wife."

Philadelphia Gets Lawson Works

The Free Library of Philadelphia recently acquired a collection of works by Robert Lawson, the only winner of both the Caldecott and Newbery medals for excellence in children's literature. The collection, a gift, contains 1,100 drawings, 65 first edition books, and many of the author's personal copies.

Publishing between 1922 and 1957, Lawson is most famous for his illustrations in *The Story of Ferdinand.* The dummy of this book is in the library collection.

A checklist of drawings and watercolors and an explanatory article are available free with a stamped envelope (35 cents) from the Office of Work With Children, The Free Library of Philadelphia, Logan Square, Philadelphia, PA 19103.

managing technological change

To See the Future, Remove the Blinders

by Susan K. Martin

At the June 1978 ALA Annual Conference in Chicago, it became evident that the library profession is suffering from a narrowness of focus. In meetings about automation, networking, cataloging, and reference, librarians reported progress with activities whose goals had been set years ago. Rarely did anyone question the validity of the original assumptions in today's or tomorrow's world; thus, in almost every case *yesterday's,* not today's, projects and programs are gathering steam for tomorrow's implementation.

Emphasis on Planning

Since World War II, emphasis has been increasingly placed on planning. Stimulating this trend is the rapid development of management science, applied first to military-industrial organizations and then to the academic-governmental world. Techniques such as Program-Planning-and-Budgeting-System and Management-by-Objectives proliferate, not to mention the recent Zero-Based-Budgeting fad. None of these approaches can be a solution to all the problems of an institution, although most of them can provide some beneficial effects.

Another recent buzz word is "accountability." Organizations such as libraries are expected to be accountable for the funds they spend and the services they provide.* With the management techniques learned at workshops or in courses, librarians are to use past experience to plan the future, ensuring that the needs of their constituencies are met. So far, so good.

Although many factors enter into play, one which must not be overlooked is external funding. In the 1960s, libraries received considerable sums of money from external agencies. In return, librarians were to write reports describing their accomplishments and attempt to generalize their efforts for the good of the profession as a whole. We began to think big; our projects became multiyear efforts, sometimes affecting other externally funded projects.

*California voters brought this principle squarely in front of our noses in June when they voted to limit property taxes and therefore local government spending—but that's a separate subject.

We shouldn't complain about or ignore improved management techniques, planning, or accountability. We should, however, be extremely careful that, in using these tools, we do not become ensnared, to the detriment of our ultimate goal.

Setting Library Goals

Take a recent example, quite specific in nature. The train of events which began with the Airlie House Conference in 1970 includes the establishment of the National Commission on Libraries and Information Science (NCLIS), and enfolds the LC Network Advisory Committee (NAC) and the national bibliographic network.

At the Airlie House Conference, working groups made many recommendations aimed at perfecting the library world. The model of perfection was a country in which bibliographic data bases on different large computers communicate with each other, and all people have access freely to all information. Entranced with these concepts, the library profession and the funding agencies set out to achieve the goals.

NCLIS has been in existence for seven years; its goals remain those of the late 1960s and early 1970s. After years of labor in producing a program document acceptable to the profession, its efforts are proceeding in a similar vein toward the White House Conference of 1979.

The public view of NAC is more disturbing. Representatives of NAC spoke at ALA 1977 in Detroit, describing the then recently completed report, *Toward a National Library and Information Science Network.* At ALA 1978 in Chicago, NAC members gave a progress report. Upon first glance, there was little progress during the year. The progress report, rather than being stimulating and exciting, was depressing. Why? NAC is aiming to realize the values we hold most dear: universal access to information, large computers, and widespread communication of machine-readable data.

The problem is simple: the ground rules for NAC were set several years ago, in an affluent environment and before the advent of minicomputers. These old ground rules—the basic assumptions for our national bibliographic network—are still presumed to be valid; it appears

that no one has questioned their validity or the need to update them. While funding for development of national resources is optimistic, individual libraries may have dwindling financial capabilities. Economic and social changes over the past few years would indicate that some adjustments in procedures, if not goals, might be appropriate.

I have tremendous respect for NAC, NCLIS, and the goals they are attempting to achieve. I wish the affluence of the 1960s were still with us, and that Proposition 13 had not passed in California. Conversely, I am delighted that, in fact, computer costs are decreasing rapidly and that very powerful minicomputers are available at reasonable prices.

But it is disquieting to watch a massive process like the creation of a national bibliographic network proceed with no apparent regard for contemporary changes in technology, economy, society. NAC and NCLIS are only two examples of a pervasive trend, both within and outside our profession, to adopt a course and follow it unquestioningly, as though hampered by blinders.

Identifying Some Blinders

One needs only to reread Alvin Toffler's *Future Shock* to recognize that his descriptions of the future are beginning to fit our present-day world. Planning for the future is not easy since most of us are not clairvoyant. Some specific problems follow directly from Toffler's views.

1. As human beings we have a natural tendency to chart a course and then follow it to the best of our abilities. Most people do not easily change their concepts of a world construct, or of how events are "supposed" to occur. Instead, we develop inflexible attitudes toward ourselves, our profession, and the world; when changes take place, we feel frightened, threatened, or both. In addition, we have vested interests in certain trends or processes (we often discuss "vested interests," "no-win games," or "loss of face").

2. A corollary to the tendency to prefer the status quo is the reluctance to rock the boat. Many librarians may feel that changes in policy or process are long overdue, but how many of them stand up in meetings to express their views, to attempt to provide a catalyst for change within the profession? Very few, and they tend to be the same people over and over again. Others agree with these devil's advocates but are unwilling to acknowledge this agreement in public. A round of applause after a suggestion for reworking a plan, however, is evidence that potential change-agents have been listening.

3. Another major factor responsible for creating blinders is our increasingly complex environment—so complex, in fact, that a single person or group cannot cope with the universal needs of the profession. Most of the national planning takes place at a national level, of course. Complaints arise from the "grassroots," however, that their needs are not being considered. Planners at the national level do not receive sufficient input from practitioners and/or users to allow them to consider adequately the implications of major policy decisions on the profession as a whole. We have not yet dealt in a satisfactory manner with this problem.

4. When changing technology is taken into consideration, the effects of wearing blinders are compounded. A plan initiated five years ago, based on the technology of the time, may be obsolescent now, and would be quite unrealistic and uneconomical if followed to its logical conclusion several years in the future. The easiest way to describe this symptom is to say that the planning is "out of sync" with existing and available technologies. An excellent example is the development of minicomputers and microcomputers, readily available at an affordable price. Plans of 1970 or earlier did not and could not fully anticipate the effect of these technological changes on library systems. Indeed, we are only beginning to see the strong impact of small computers on libraries.

Significant Forces in Planning

The pressures which can and should affect the planning process are many, and representative forces can be cited here only briefly. Technological change, mentioned above, is proceeding ever more rapidly, with trends which point toward a spiral back to local, self-contained library systems in the form of commercial or locally developed distributed systems. To some extent, technology is relatively easy to monitor; we know now what current research is being conducted, and therefore what products may be available on the market several years hence.

Nevertheless, our planning process has failed to consider the significance of technologies in library systems. To a great extent, this failure is due to a professional "mind-set" which is several years old. Were librarians to allow new and as yet unmarketed technologies to enter the overall planning process, library plans such as the national bibliographic network would not run the risk of being mismatched with available technology.

Two strong forces of changes are economic and social trends. At this time, librarians can readily watch these two

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basics" in the late 1970s.

The plans of the late 1960s and early 1970s reflect the optimism and funding of that time. Although we may (and undoubtedly should) lobby for funds to increase our service potential, we should realistically be ready for budget cuts rather than augmentations—and our national planning should be modified to accommodate these radical changes. Indeed, national planning should provide the basis for leading the profession in difficult economic times.

Professional pressures modulate the activities of libraries as a group on a continuing basis. In the years since 1970, over 2,000 libraries have become active users of online bibliographic systems. As a result, the structure of a national bibliographic network has changed considerably in emphasis. Such a network may still be needed, but its configuration should be somewhat different from that envisioned by planners in 1970 (e.g., for now, consider the recent effects of computers, a more stringent economy, modifications in cataloging rules, and the increased use of library automation vendors). The nationwide network should have built-in mechanisms for constant adaptation to technological and social changes.

To See the Future

Toffler's perceptions of the future appear to be surprisingly accurate. We are experiencing rapid developments in technology; societal changes are occurring more rapidly; pendulum swings of cycles are ever shorter. Our organizational machinery is slow and cumbersome. What might we do to ease our way into the future, without blinders on?

National and local plans should have explicit flexibility to accommodate appropriate changes as they occur. This technique should be accepted by our governing bodies; we should not be placed in the untenable situation of sticking with a decision made three years ago just because it is politically expedient, when we know that the decision has since become invalid.

To the flexibility of plans we must add the increased flexibility of our own minds. Read Toffler again. In order to provide ourselves with the most beneficial library environment, we may have to reassess earlier decisions and take different directions. Librarians do not have to feel like fools or chameleons for "changing their minds"; they work in vast bureaucracies where external events can often provide reasonable stimuli for change.

In creating a national bibliographic network, librarians at all levels *must* communicate. The process of developing the network is difficult and, as we have seen, subject to myriad influences. Communication—both formal and informal—could at least ensure that the profession as a whole is moving toward agreed-upon goals. National plans tend to come under fire by the profession at the last minute after implementation. It is unfair to planners to allow this situation to perpetuate.

Finally, librarians should be wary of the trap of being caught by the past while working toward the future. Awareness of the effects of these blinders may allow us to keep our eyes fully open and alert, responding to external forces both for our libraries and our profession.

BIBLIOGRAPHY

The New England Library Association surveyed 2,000 eastern libraries and historical societies last year to locate local newspaper indexes. The results have been published in *Guide to Newspaper Indexes in New England.* Available for a $5 check payable to the New England Library Association from Nan Berg, NELA executive secretary, POB 273, Holden, MA 01520.

Mainstreaming Bibliography, *Volumes I and II,* was designed for teachers, administrators, and researchers who will help implement Public Law 94-142 programs. Volume I is an annotated author listing of materials to introduce hearing- or vision-impaired and mentally retarded students into regular classrooms; Volume 2 lists materials by topic. Ronald D. Hein and Milo E. Bishop of the National Technical Institute for the Deaf compiled the bibliography. 850 pages; $20/set; from NTIS, U.S. Department of Commerce, 5285 Port Royal Road, Springfield, VA 22161.

The Food and Nutrition Division of the Special Libraries Association and the National Agriculture Library combined forces to produce *Food Science and Technology: A Bibliography of Recommended Materials.* The 231-page paperback was compiled by librarians connected with food-related companies or associations.

The bibliography lists basic books, serials, and articles in 14 subject areas, from economics and statistics to spices and herbs. Free with a self-addressed mailing label from Reference Division, Technical Information Systems, SEA, USDA, National Agricultural Library Building, Beltsville, MD 20705.

Stephen M. Horak, professor of European and Russian history at Eastern Illinois University, has updated his earlier bibliographies in *Russia, the USSR, and Eastern Europe: A Bibliographic Guide to English Language Publications, 1964–74.* Critical annotations accompany the 1,600 entries in the 488-page work. Available for $25 from Libraries Unlimited, Inc., POB 263, Littleton, CO 80160 (0-87287-178-9).

King Tut & More: *70 Good Books on Ancient Egypt,* by Pearl L. Ward, caters to the interest aroused by the current traveling exhibit of Tutankhamun treasures. With 26 attractive illustrations, the 35-page booklet describes readily available books for the general reader. Available for $2.50 from Double Crown, POB 2212, Inglewood, CA 90305.

To stimulate the exchange of top-notch international children's literature, Virginia Haviland edited *Children's Books of International Interest* in 1972. This year, she has winnowed her list of U.S. children's fiction and nonfiction and added new selections. Her 77-page, second edition is available for $4 from the ALA Order Department, 50 E. Huron St., Chicago, IL 60611 (0-8389-0258-8; 77-18509).

The Moslem role in Africa south of the Sahara is the subject of the new Library of Congress bibliography *Islam in Sub-Saharan Africa: A Partially Annotated Guide.* Compiled in LC's African and Middle Eastern Division, the 318-page guide contains 2,682 entries, divided by historical period, region, and subject. It includes a glossary of Arabic terms and a detailed index of authors and subjects. Available for $8.50 from the Superintendent of Documents, U.S. GPO, Washington, DC 20402 (stock no. 030-001-00068-1).

South Asianists will find Kanta Bhatia's *Reference Sources on South Asia* a useful tool, even though it is primarily a guide to the University of Pennsylvania library collections. The 77-page guide, published by the university's South Asia Regional Studies Department, lists 671 titles by type of reference work, with geographic and subject subdivisions. $4 from the University of Pennsylvania Bookstore, Philadelphia, PA 19104.

The Black Experience: *A Bibliography of Bibliographies, 1970–1975* is a workable, up-to-date listing of materials on the nature and development of the black experience. A project of ALA's Reference and Adult Services Division, the 67-page bibliography was compiled and edited by Ron Blazek, Janice Fennell, and Frances M. McKinney. Available for $5 from RASD, ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-6353-6).

Med-Info. Three bibliographies of medical materials for general libraries are now available from the New York Metropolitan Reference and Research Agency (METRO). The 30-page annotated guide "Medical Library Materials for Nonmedical Libraries," compiled by Nancy Calabretta, lists medical publishers and primary reference sources. It contains sample pages from medical indexes.

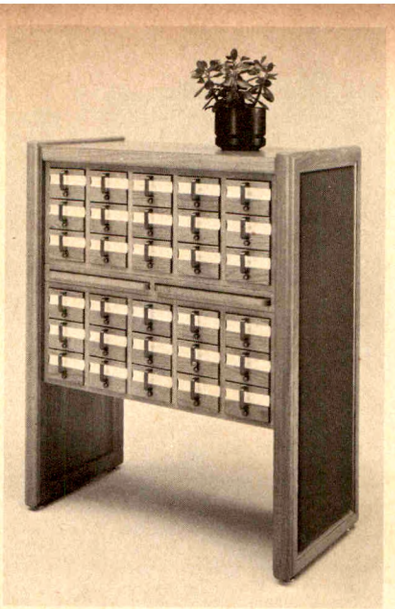
Patricia Hamilton compiled two consumer lists: "Sources of Free or Low Cost Health Education Materials for Consumers," a 12-page list of agencies, organizations, societies, and companies; and "Available Catalogs of Listings of Sources for Health Education Materials," a 3-page guide to the hundreds of organizations producing health materials for the general public.

All three bibliographies may be ordered for $5 ($10 if an invoice is required) from METRO, 111 W. 40th St., NYC 10018.

Multicultural Resources has published *Multicultural Resources for Children: A Bibliography of Materials for Pre-school Through Elementary School in the Areas of Black, Spanish-speaking, Asian American, Native American, and Pacific Island Culture*, by Margaret S. Nichols and Peggy O'Neill, authors of *Multicultural Materials*, a bibliography of adult materials.

The bibliographies are partial listings of some 10,000 books, pamphlets, pictures, and periodicals in a comprehensive collection at California State University/Hayward. Both are available from Multicultural Resources, Box 2945, Stanford, CA 94305. *Multicultural Materials* is $2.50; *Multicultural Resources for Children*, $4.

The AAAS Science Book List Supplement features citations and annotations of some 2,850 trade and text books in math and the social, physical, and biological sciences. $16.50 from AAAS, Department WC, 1515 Massachusetts Ave. N.W., Washington, DC 20005 (0-87168-218-4, 78-6540).



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LIBRARY PERSONNEL

Appointments

JUDY CLARK. After serving as library services coordinator and acting Newport Beach (Calif.) city librarian, Clark has been appointed city librarian. She formerly was chief of extension services at Orange County (Calif.) Public Library.

IRMA R. HARLAN. Recently Harlan became director of Chatham-Effingham-Liberty Regional Library in Savannah, Ga. She was previously coordinator of adult and young adult services, supervisor of Chatham County extension services, and assistant library director.

CATHERINE ANN JONES. Former assistant university librarian at George Washington University, Jones is new chief of LC's Congressional Reference Division. She served as associate director of ALA's Washington Office in 1972-73.

MELDON KIRK. Recently Kirk left his post as ALA comptroller to join the staff of the Midwest Research Institute, Kansas City, Mo.

DAVID L. LEAMON. First director of the new Jackson (Mich.) District Library, Leamon formerly worked for the Seattle Public Library.

SUL H. LEE. Sept. 1 Lee became director of university libraries and professor of bibliography at the University of Oklahoma. He formerly was dean of library services and professor of library science at Indiana State University.

PHYLLIS MAGGEROLI. Now system coordinator for the Black Gold Cooperative Library System in California, Maggeroli has been a free lance consultant in Santa Barbara. She was ALA's director of special programs in 1962–70.

SARAH J. MEISELS. Formerly assistant director of the Wheaton (Ill.) Public Library, Meisels is now director.

MARGARET D. MOSIMANN. Recently Deputy Director Mosimann became the director of the Charleston (S.C.) County Library.

JUDITH WOLFE. Recently Wolfe became coordinator of library resources for the Missouri State Library, where she had been government services librarian for the last three years.

Retirements

ELIZABETH SWICKARD. After working 41 years at the Peoria (Ill.) Public Library, Swickard recently retired.

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Deaths

VIRGINIA CHASE. After a brief illness, Chase, 72, died July 24. A former coordinator of children's services at the Carnegie Library of Pittsburgh, she was president of ALA's Division of Libraries for Children and Young People in 1951–52.

MARION E. HAWES. Former Maryland Library Association President Hawes died recently at age 87. She was the first coordinator of the Enoch Pratt Free Library's Division of Adult Services.

CONSUMER CLASSIES

All notices relating to library employment now appear in *AL*'s new pull-out *CAREER LEADS* section.

Classified rate: $4/line

Place all ads with Connie Pacholski, American Libraries, Classified Advertising, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

CONSULTANTS

LIBRARY AUTOMATION CONSULTANT. Qualified expert in library automation available on private, part-time basis to consult on planning, programmatic, and technical aspects of developing or acquiring automated library systems. POB 87181, Chicago, IL 60680.

FOR SALE

NEW OFFICIAL CIVIL WAR ATLAS REPRINT; 821 4-color maps on 408 13x16 pages. $60 list, $49.95 net ppd. Free 2,400 title Civil War booklist (all new copies). Essential Press, 10453 AL Medina, Richmond, VA 23235.

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OUT-OF-PRINT. Colonial "out-of-print" Book Service, Inc., specialists in supplying out-of-print books as listed in all library indexes (Granger: Essay & General Literature. Shaw Standard, Fiction, Biography, Lamont, Speech, etc.). Want lists invited. 23 E. 4 St., New York, NY 10003.

THE ARTS AND ARCHITECTURE. Let a specialist search for your o.p. titles. American or foreign. Inquiries for single titles or desiderata lists receive personal and diligent attention, if given to us exclusively for a specific time. Paul A. Stroock, Box 126, Jericho, NY 11753.

PERIODICALS AND SERIALS

BACK ISSUES available of titles in Reader's Guide and PPI. Magazine Center, Dept. 405, 1133 Broadway, New York, NY 10010.

PERIODICALS, SERIALS, REFERENCE, GOVT. DOCUMENTS - social sciences and humanities. Please send sales and want lists. Harold J. Mason, Inc., POB 1267, Weston, CT 06883.

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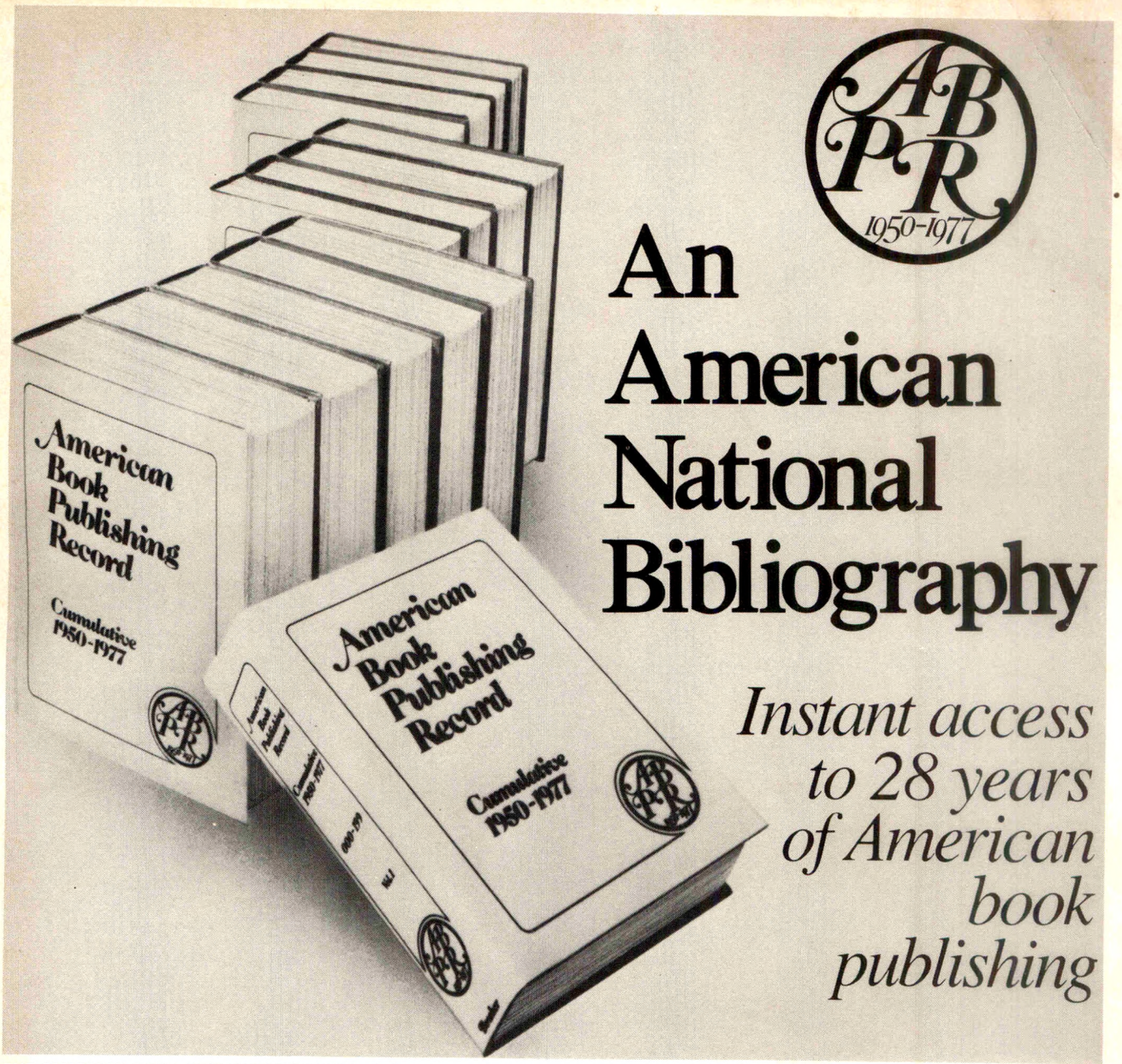

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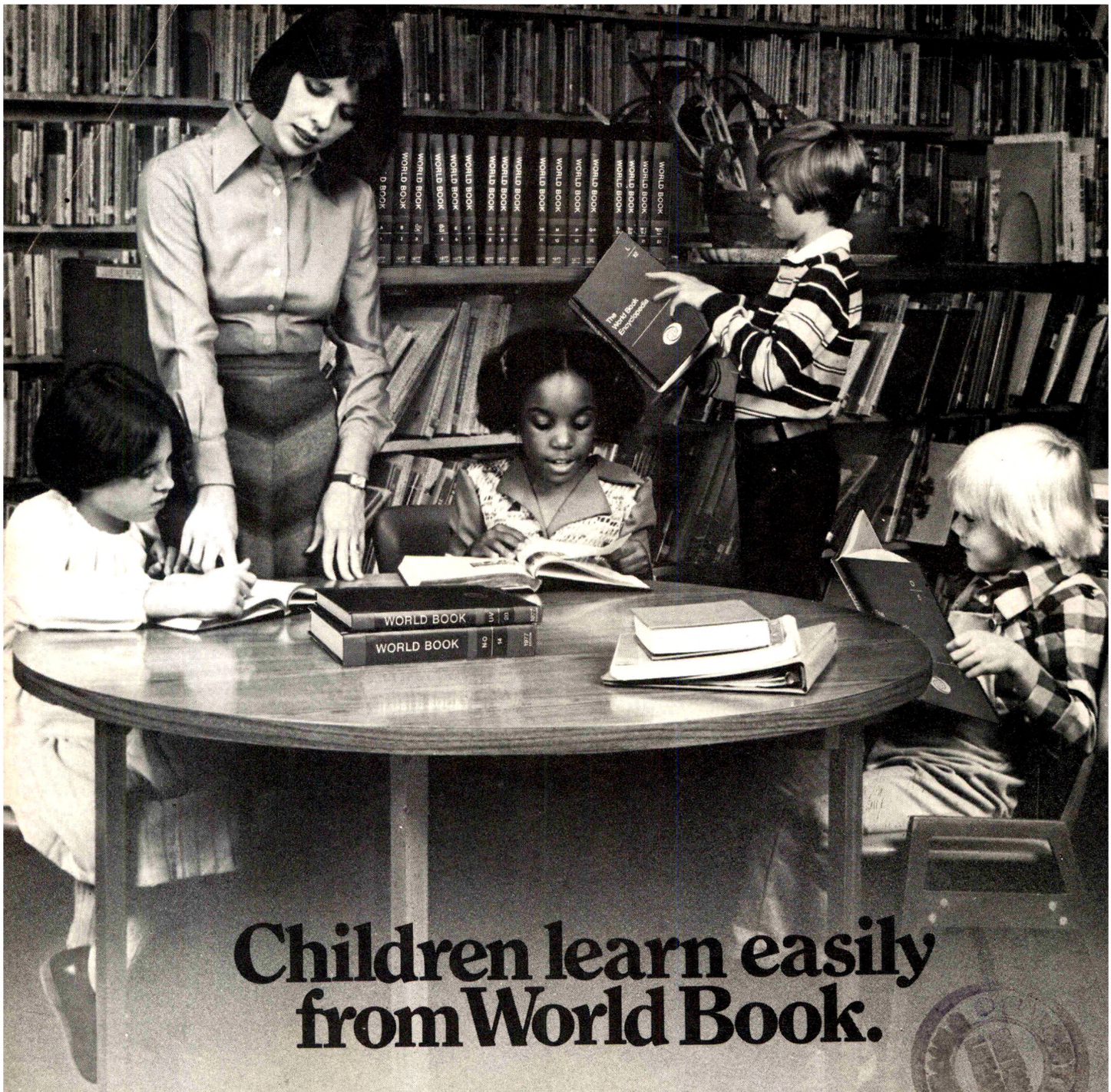

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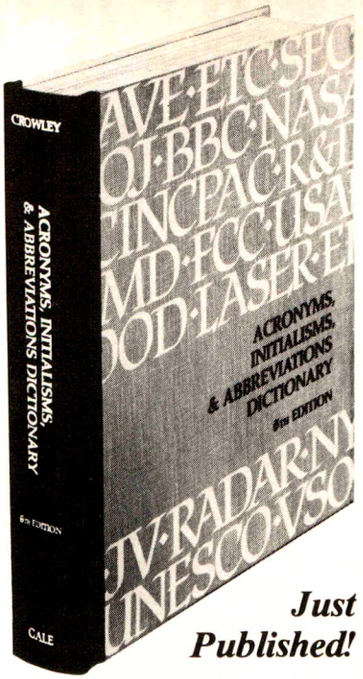

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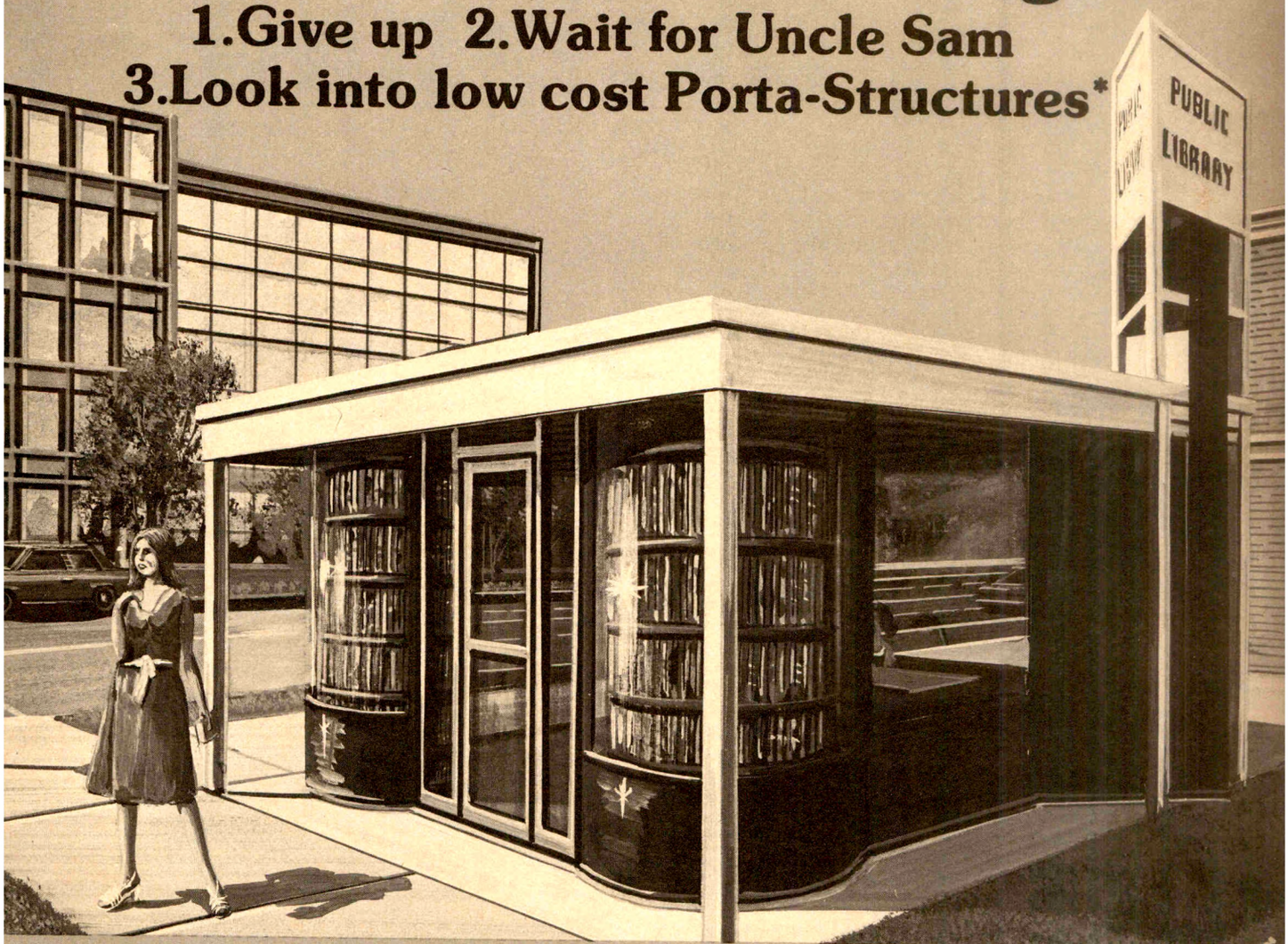

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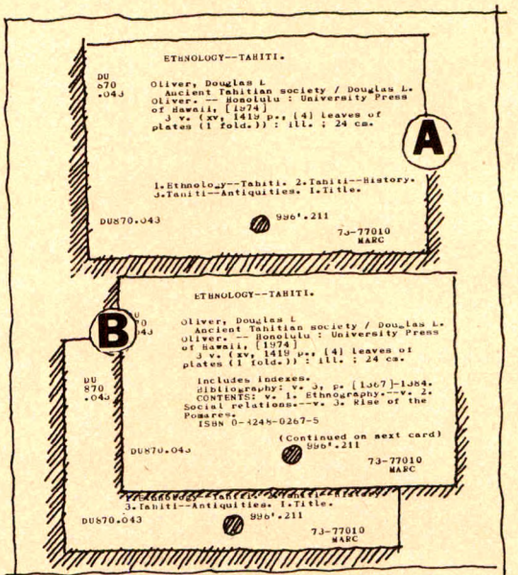

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VOL. 9, NO. 10 NOVEMBER 1978

568 THE EDITOR'S PAGE ONE/ Who is the only huckster on earth capable of drawing 25,000 citizens to a library meeting?

570 IN THE NEWS/ A new St. NCLIS; Federal appropriations—the final figures; Shank parts the Iron Curtain; A fresh survey of user attitudes.

582 WHO WE ARE/ W. Carl Jackson: "A Man Whose Ship Has Come In."

585 COVER FEATURE/ "In the Center"
To a third grader, the school library media center is a place "where you read books and take books out and have fun." To the media specialist, it is a place that shapes the library user of tomorrow. *AL* opens the door to the center and the concerns of those who run it.

585 A Word from Ernest L. Boyer, U.S. Commissioner of Education

587 "The New ABCs of Our Schools," by Stanley R. Wrinkle

590 "A Place with a Lot uv Book and Thing that you Lak Aat," by Susan S. Cherry

601 "They Can't Keep a Good Profession Down—or Can They?" by Bernard Franckowiak

602 "Role of the Paraprofessional in the School Library," by Joan B. Myers

603 "Networking: An Old Word Goes Back to School," by Alice Fite

605 "The Making of a Certified School Librarian," by Kay E. Vandergrift

607 "American Association of School Librarians," by Anna Mary Lowrey

608

PRIZE ARTICLE COMPETITION/ Announcing Round V of the *American Libraries* cash competition to stimulate better writing in the field. Entries will be judged by a brand new panel of outstanding librarians, and winners will share $1,500 in prizes contributed by the sponsoring J. Morris Jones-World Book Encyclopedia-ALA Goal Award and Bailey K. Howard-World Book Encyclopedia-ALA Goal Award.

610 ALTERNATIVE JOBS/ "ACTION Can Be Hazardous to Your Career," by Rebecca Pixler.

616 THE SOURCE/ Gorman strikes back. Nominations for ALA office.

579 COMMENTARY
580 ACTION EXCHANGE
593 CAREER LEADS
613 YOUTHREACH
614 DATEBOOK
628 CONSUMER CLASSES

Cover: Natasha Beuret, 8, illustrates her feelings about the school library. The daughter of Priscilla and Pierre Beuret of Chicago, Natasha is a third grader at the Nettelhorst Elementary School.

THE EDITOR'S PAGE ONE

NEVER AGAIN CALL FRED GLAZER CRAZY

Years ago an adman-turned-librarian threw packs of nickel candy at West Virginia legislators and told them, "Here's what you spend per-capita on libraries." That was when some people began to think Frederic J. Glazer had cotton candy in his head, and they continued to think so in the years following, during which Glazer increased the per-capita to $1.29 and brought true information access to every citizen in the state. But in mid-October, still flying on his usual wing-and-a-hype, Glazer pulled off a library triumph so spectacular, that if it's crazy, then crazy is for us.

"The Great Info Show"--with three rings featuring a W. Va. Library Association meeting, WHCLIS preconference, and an enormous indoor library/information exposition--drew some 25,000 citizens to Charleston, 10,000 of them school children on special trains. The jammed festivity almost sank under its own weight, but somehow, aided by three days of exuberant participation by Gov. John D. Rockefeller IV and Sharon Rockefeller, it flew. Before the multitudes, Rockefeller pledged an increase in per-capita aid to $3--perhaps the sweetest vindication yet for the not-so-crazy candyman.

NEVER UNDERESTIMATE THE POWER OF A PRE-WHCLIS RESOLUTION

"Yes, said the liberal and generous delegates (to the pre-WHCLIS) of New York State, yes, yes, like Molly Bloom, yes, yes, yes to everything!" Thus did American Libraries describe this summer's lusty endorsement of library services in the Empire State. But were the NYS legislators turned on? Yes! is the happy word from Albany. On Sept. 27, prodded by two resolutions hand-carried from the conference and the persistent lobbying of the NY Library Association, the legislature voted a $4.3 million supplemental appropriation to aid public library systems ($3.7 million), school library system development, service to the blind and handicapped, the Schomburg Collection, and more. "There is no doubt," State Library Commissioner Joe Shubert told AL, "that the action requested by the citizens at the governor's conference helped push the appropriation over the top."

WHAT TO DO (WITH THE SETTLEMENT) AFTER THE CENSOR CALLS

The Right to Read Committee of Chelsea (Mass.) had won its class action suit July 5 against the Chelsea School Governing Committee, which had sought to censor the poetry anthology Male and Female Under 18 from the Chelsea High School Library. Now, on Sept. 29, came the settlement: U.S. District Judge J.L. Tauro ordered the Governing Committee to pay $27,300 to the plaintiff for legal fees ($25,000) and expenses. That money, plus the gov. committee's own legal fees, comes from taxpayers.

I GOT IT AT THE AMOXCALLI

The word "library" sticks in our throats. It is etymologically and thus immutably linked with books; 7 out of 10 Americans cannot pronounce its second "r"; and educators are 25 percent more tongue-tied saying "school library media center" than the more common SMC. What's the alternative? A new flyer promoting the Jefferson Parish (La.) Library Headquarters points out that "amoxcalli" (ah-mosh-col-lee) is the ancient Aztec word for library. Say it: the Jefferson Ah-mosh-col-lee. It could grow on one, unlike such sterile phrases as "the learning resources center." An LRC, said a magazine writer recently, sounds like a place where mufflers are repaired.

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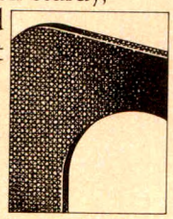

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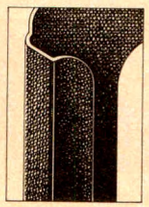

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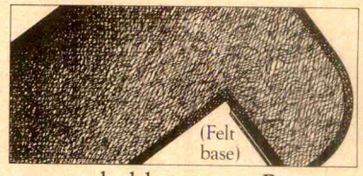

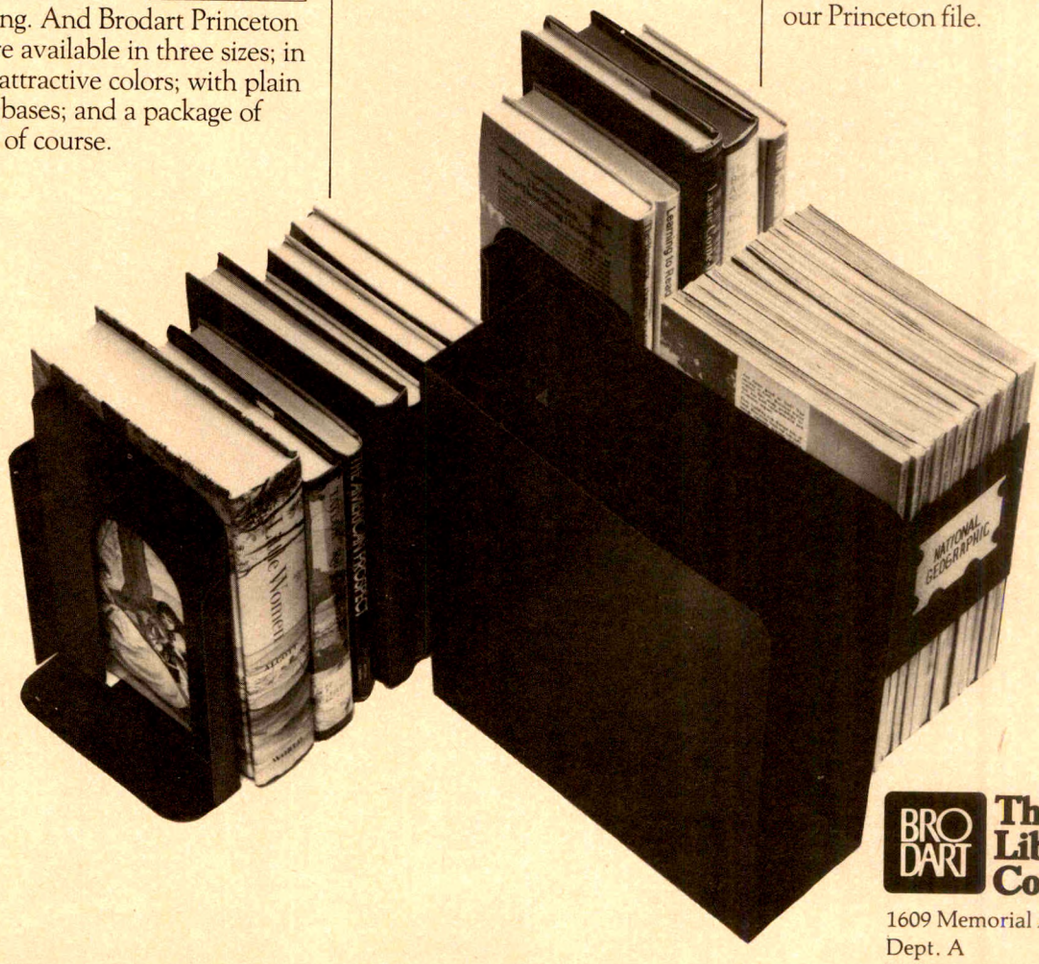

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ALA Fights for Public Interest in Telecommunications Legislation

Among the thousands of bills introduced in Congress since the beginning of the year is a 217-page document certain to have a sweeping impact on library services of the future. HR 13015, presented June 7 by Rep. Lionel Van Deerlin (D-Calif.) and Rep. Louis Frey, Jr. (R-Fla.), is the first formal step toward a complete rewrite of the outmoded Communications Act of 1934.

The general thrust of the bill would move radio, television, and cable television from their current status as industries regulated in the "public interest," to a less confined status with little or no regulation (in the case of cable), free to prosper or falter at the hand of marketplace forces. The impact of such a move on any library offering services via electronic telecommunication media is likely to be very restrictive. Selected services to the blind and handicapped, to children or the illiterate, and to the rural and isolated would be jeopardized, and library access to the media itself might be limited due to heavy competition from more "popular" programs.

In a 12-page statement to the House Subcommittee on Communications on Oct. 5, ALA urged "an integrated approach to telecommunications policy making." The statement, prepared by ALA's Washington Office, noted "it simply makes no sense to create a 'skeleton' (the telecommunications system) without discussing the 'flesh' (information, which gives it purpose)."

"We are also concerned," ALA said, "that the bill avoids making any mandate to the Communications Regulatory Commission to regulate in the 'public interest, convenience, and necessity.'"

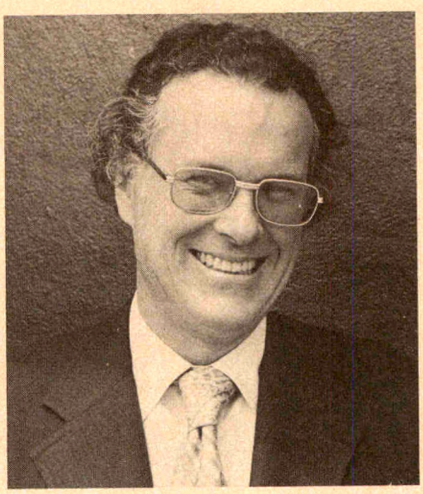
Pointing to the day when individual homes may have cable hookups with capability for dialing up films, tapes, records, still pictures, videocassettes, microforms, computer data and instant printouts, ALA stressed the importance of the federal role in requiring, at the very least, a minimum amount of public access to cable channels and equipment. As the bill stands currently, any such requirement would be left to the states.

In addressing HR 13015 on an issue-by-issue basis, the ALA statement commented on specific provisions including cable television, public broadcasting, instructional television, satellite interconnections, government oversight and funding.

"We feel," ALA declared, "the time has come to put the public back into public broadcasting." Commending the grant program to increase services and facilities available to and owned by minorities and women, ALA noted, "At last count, only four television station managers were women and only one is a minority person!"

By the close of 11 weeks of hearings on September 25, divergent views expressed by all segments of the communications field indicated several modifications will be necessary before the bill is reintroduced next year.

When Van Deerlin proposed HR 13015, he described it as "only a starting point." Now some observers estimate the complex revision bill may not become a law before 1988. Once passed, it is expected to serve as the framework for telecommunications policy for several decades.



Charles Benton

AV Expert Benton Named NCLIS Chair

On Oct. 12 President Carter named Charles Benton, 47, of Evanston, Ill., chair of the National Commission on Libraries and Information Science. The Senate approved his appointment to the 15-member independent federal agency.

The head of Films, Inc., of Wilmette, Benton is the son of the late William Benton, longtime chair of Encyclopaedia Britannica, Inc. The new NCLIS chair has worked with educational audiovisual materials ever since he graduated from Yale in 1953. Benton replaces Frederick Burkhardt, NCLIS's first chair, who resigned to devote full time to writing and research.

Other new faces at the December NCLIS meeting will be Colorado State University librarian Robert W. Burns, Jr.; public relations consultant Joan H. Gross, who holds an MLS from Columbia University; former ALA president Clara Jones; Minneapolis Library Board President Frances Healy Naftalin; and Georgia State Senator Horace E. Tate.

Congress Adds A Little To Library Funding

In the final session that ended the 95th Congress at 7:17 p.m. Sunday, Oct. 15, Congress finally passed the crucial Labor-HEW appropriations bill providing funds for libraries in FY 1979 under the Elementary and Secondary Education Act, the Higher Education Act, the Library Services and Construction Act, and other library and related acts.

While the final figures for ESEA, HEA, and LSCA reflect a middle-of-the-road compromise between House and Senate, they did pan out much better than the levels President Carter asked for fiscal 1979. Carter's budget repeated ESEA's 1978 Title IV-B appropriation of $167.6 million; but Congress raised it to $180 million. HEA's Research Libraries program won an increase of $1 million from FY 1978's $5 million, but last year's appropriation of $7.5 million for Undergraduate Educational Equipment dropped to zero.

LSCA's zero figure for library construction was repeated for next year, but the Public Library Services program increased from $56.9 million in FY 1978 to $62.5. Interlibrary Cooperation rose from $3.337 million to $5 million.

In the year of the White House conference, the National Commission on Library and Information Science hoped the Senate and Carter request for $683,000 would be accepted, but the conference committee agreed on the lower House figure of $648,000. In FY 1978, NCLIS received $563,000.

Library Arsonist Commits "Crime Against the People"

At 5:45 Monday morning, Oct. 2, the custodian of the Public Library of Youngstown and Mahoning County in Ohio discovered a fire blazing away on an upper floor. The phone wasn't working, but he hailed a passing police car, and the firetrucks arrived almost immediately.

In what turned out to be a two-alarm fire, the firefighters found four separate

fires in the storage area on the sixth floor. Their prompt action brought high praise from Director David W. Griffith. "If they hadn't contained the blaze," he said, "it might have destroyed the whole building."

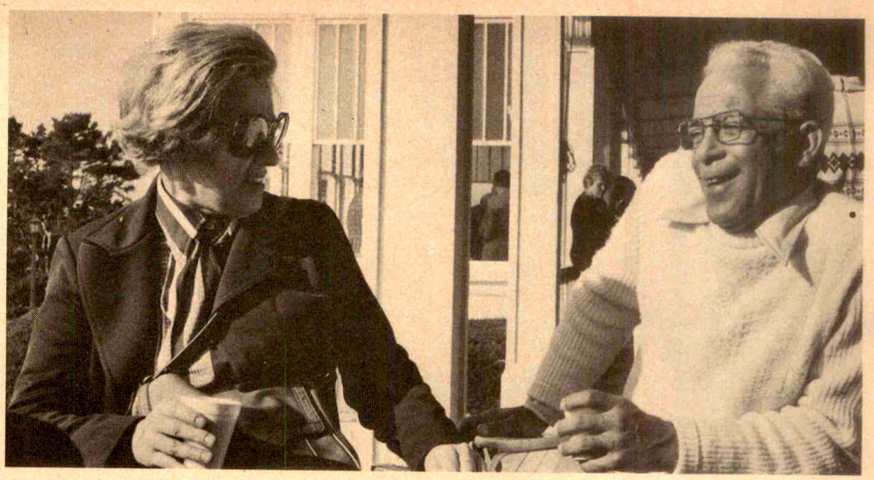
The flames consumed hundreds of books, documents, and irreplaceable historical records. Other materials suffered smoke and water damage. The exact loss to the $2 million collection awaits an inventory.

Shoe Boxes

Among the casualties were 500-odd shoe boxes containing the index of the Youngstown *Vindicator* dating from the early 1800s; the cards themselves were saved. When the media reported the story, citizens and local retailers volunteered hundreds of new shoe boxes.

Librarians assumed ancient wiring in the 68-year-old building caused the fire, but Youngstown's arson squad determined that someone had deliberately set the four blazes. A squad member found a clear footprint on a chair placed next to the reference window.

The *Vindicator* castigated the unknown arsonist. The library fire, it editorialized, was "a crime against the people."



Joan Butler, director of New London (Conn.) PL, and John Jackson, director of Manchester (Conn.) PL, enjoy the morning sun on the NELA conference hotel porch.

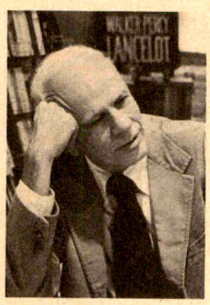
NELA by the Sea

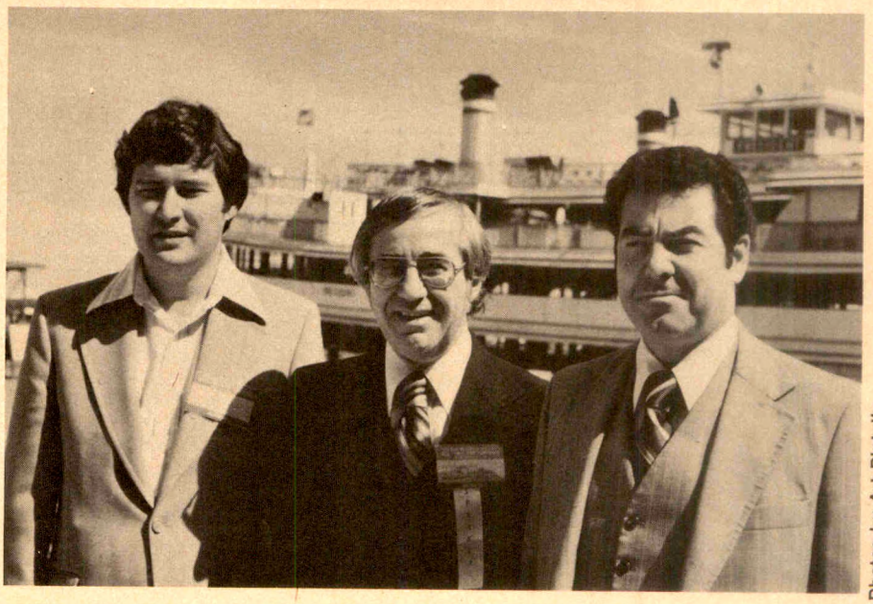
In an idyllic setting near Portsmouth, N.H., about 900 librarians attended the New England Library Association's 31st Annual Conference Sept. 24–26.

Proposition 13's gloomy shadow seemed not to stretch this far east, as energetic conferees exchanged views on how best to serve their patrons. Swapping ideas on a range of topics, including how to augment tight budgets, participants in one rap session agreed that good, continual PR work is the key to winning funds even under the worst of circumstances. Other programs stressed current trends, and Richard De Gennaro buoyed spirits by telling one assembly that library management is as efficient as that of other service organizations. The NELA conference's lively debates and crowded exhibits offered an upbeat counterpoint to recent library troubles.

Po' Boys at the Delta

Outside the French Quarter in New Orleans, the landscape offers two main sights: urban redevelopment and po' boy sandwich shops. Oct. 5–8, the vista included 2,308 librarians from 16 states at a joint conference of the Southeastern and Southwestern Library Associations. The last joint meetings were in 1938 and 1972—a frequency matched only by the joint program activity of the two strong regional groups. One common concern, however, is funding to assist some of the dirt-po' library jurisdictions of the South, and Louisiana State Librarian Tom Jaques enthralled a SE/SW audience with his anatomy of a classic, grass-roots fight for state-aid legislation, won just this summer. Jaques's four "musts" for success: unity among campaign workers; a single, uncomplicated focus; public support; and tightly coordinated action.





SELA/SWLA snaps. *Walker Percy delights fans at Avon Booth; La. librarian Susan Varca soars above skyline in Hilton elevator; Donna Epps of South Carolina and New Mexico brings double perspective; three who gambled for better funding and won pose by Mississippi River boat: State Librarians Bob Clark, Okla., Tony Miele, Ala., and Tom Jaques, La.*

Photos by Art Plotnik

ALA Ponders Implications Of Views on Libraries In New Gallup Survey

To find out just what Americans think about their libraries, ALA commissioned the Gallup Organization to conduct a telephone poll in July and August. Sponsored by a special grant from Baker and Taylor, the study will inform thousands of delegates who are now taking part in gatherings leading up to the White House Conference on Library and Information Services next October.

"We are still studying the implications of the responses," Executive Director Robert Wedgeworth said recently, "and expect to have commentary available for the White House conference participants and the library community later this fall.

"Responses to several of our questions support our growing concern with functional illiteracy," Wedgeworth continued. "It is certainly significant that 13 percent of the parents reported their oldest child reads below grade level, which translates into millions of school-age youngsters."

The Gallup Organization found that more than half of all Americans age 18 or over have visited a public library within the last year. But about one-fifth of the 1,515 respondents have no idea who finances the libraries, and an additional 39 percent guessed wrong.

Almost nobody wants libraries to reduce their services, but if a budget crunch occurs, only 43 percent want to increase taxes to cover rising costs. Half of the respondents favor charging library users—thus agreeing with Barbara Tuchman, who some years ago proposed the New York Public Library install subway-style turnstiles.

Readers Report

Seventy-one percent of library visitors said they had read a book in the last month, the survey found. About one out of three adults read one or more books a month and almost 25 percent read 24 or more books a year. As most librarians know, women are prominent in the latter category, and the people who read the most are likely to be college-educated folks aged 18 to 35.

Librarians aren't the only novel lovers: fiction is the major reading fare. Half of those who said they'd read a book in the last year reported their most recent selection was a novel, 35 percent were reading nonfiction, and seven percent of these were a how-to book.

Romantic novels and historical fiction are most popular, followed by tales of disaster, horror, and the supernatural. Books by J. R. Tolkien drew the most mention of any one author. In nonfiction, World War II and Nazi Germany attracted the most readers.

Traditional Services Matter Most

Gallup respondents used traditional library services most frequently: 75% of library visitors checked out a book, more than 50% used reference materials, almost that number read newspapers or magazines. Twenty percent took out records or films, 18% heard a speaker or viewed a film at the library, and 6% took a class. Just 25% tried to get an answer to a specific question.

Asked their interest in possible newer services, respondents would prefer getting "people to provide information on the phone," and "a computer which can be used to search for information on the books you want."

Parents and Children

Nearly 75% of respondents whose oldest child was over six said the child uses the school library frequently, and almost all agreed the school library is important in education. Over 50% said their oldest child's library was equipped with films, tapes, and records; almost 33% said they didn't know. The vast majority reported their oldest child was reading at or above grade level.

While 38% of the respondents read

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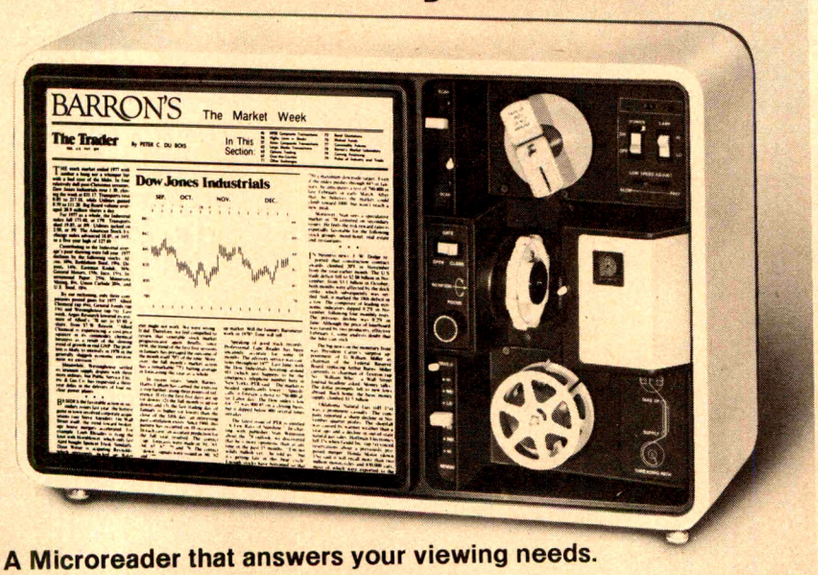

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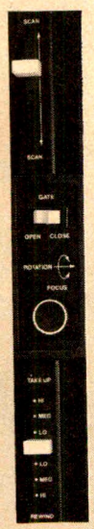

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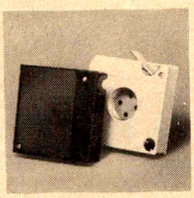

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to their children of six or under every day, about the same number read infrequently or not at all.

Only about 30% of the parents believe that watching less television would encourage children to read more.

Information Industry Reps Challenge Federal Role

At the 10th annual meeting of the Information Industry Association in suburban Philadelphia Sept. 24–27, for-profit information vendors sounded off against government involvement in the private sector. Jerry B. Post of the Free Library of Philadelphia sent AL this report of the confrontation.

On "Government in the Marketplace Day" at the information industry convention some 300 businessmen received Nancy Gwinn of the Council on Library Resources about as cordially as the B'nai B'rith might greet Yaser Arafat. The conferees sat in stony silence as she presented CLR's technical development plan for a National Periodicals Center (*AL*, Oct., p.511). The proposal provides for payment of copyright fees, which might have pleased the publishers at least, but her conclusion brought only polite applause and many questions.

Why, the businessmen wanted to know, did the government have to set up the periodicals center? Why couldn't private firms do it? The vendors were only slightly mollified when she suggested only the government could supply the estimated $25 million subsidy for the center's initial five years.

Other speakers from Washington were less controversial. The National Commission on Library and Information Science's Al Trezza declared American citizens have a right to information even if they can't afford it. Speaking for the Library of Congress, David Remington explained the government's concern for the continuity and integrity of a product at a reasonable price.

Richard Neustadt of the White House domestic policy staff proposed a national information policy should maximize the dissemination and utilization of information. If there is a "market failure" in the information field, the government must be prepared to intervene just as it does to regulate working conditions and service rates. If the taxpayer's money buys the compilation of information, Neustadt indicated, the taxpayer deserves it at cost.

In giving the industry's view, McGraw-Hill's Joseph Dionne declared private-public differences were of degree and not kind: a mixed system is here to stay. The government is both a player and the referee in the information business, he said. His solution: instead of offering competing government-run services, Washington should provide massive subsidies to libraries so they could afford to buy the commercial microform and data services.

Dionne spoke only of government "involvement" in the information business, but other entrepreneurs protested against federal infringement, encroachment, and intervention. Lockheed's Roger Summit flatly stated the government has no business in information dissemination. Information Unlimited's Sue Rugge said the government may create data bases but the private sector should distribute them. Information Handling Services' Edward Lee called for a union of policies rather than a single national information policy; he wants the government to "orchestrate, not play."

The federal government wasn't the only information industry target. At a meeting of IIA's Proprietary Rights Committee, systematic library photocopying was the major concern. Librarians, especially special librarians, were cast in the role of villains at worst and ignorant violators of the law at best.

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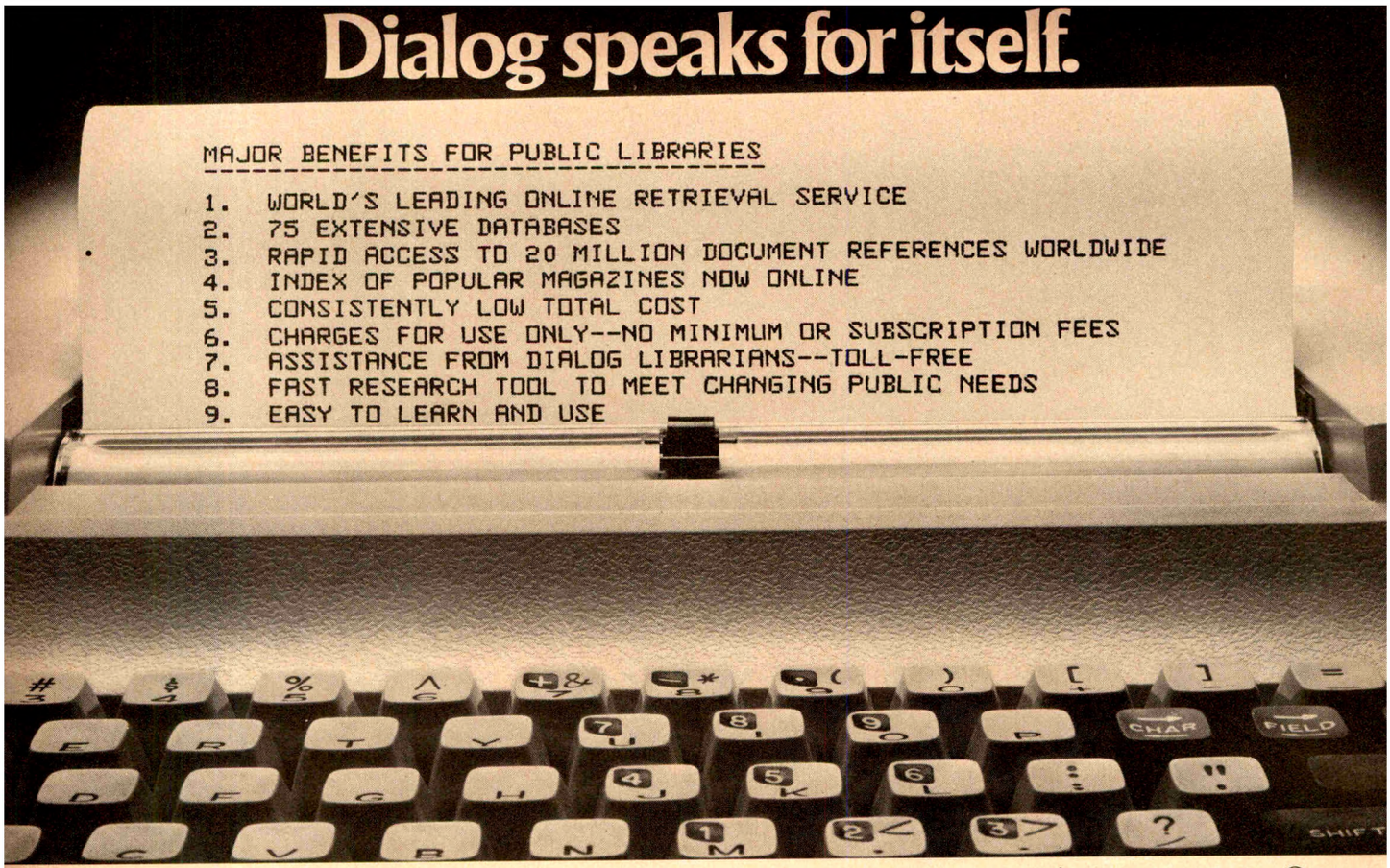

The list could go on and on.

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Lockheed Dialog

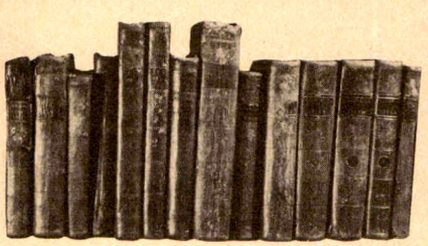
Salisbury Festivity Launches National Emergency Drive

As every library school student learns, Boston bookseller Caleb Bingham launched the first free library for young people in 1803 by sending a gift of 150 books "for the sole use of the children of Salisbury," Conn. Just seven years later, the townspeople voted funds to expand the Bingham Library for Youth—thereby becoming the first municipal governing body on record to give financial aid to public library services.

On Saturday, Oct. 14, the National Citizens Emergency Committee to Save Our Public Libraries marked the 175th anniversary of Caleb Bingham's gift by launching a nationwide campaign to enlist grass roots support for more federal and state funds for libraries. The campaign's focus is the White House Conference on Libraries and Information Services.

The announcement was made at a special ceremony in Salisbury's Scoville Memorial Library. The village (pop. 900) hasn't changed much since Bingham lived there as a boy; the surrounding Berkshires were clad in their usual festive fall foliage.

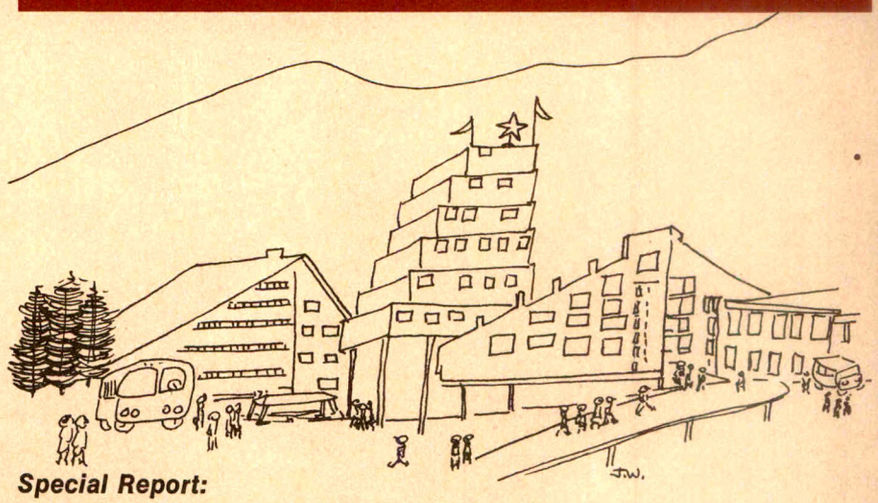
The whole village was invited to watch writer Harrison Salisbury, who lives in nearby Taconic, unveil a bronze plaque commemorating Bingham's gift. Former Librarian of Congress Archibald MacLeish wrote a tribute for the occasion: "Our ancestors realized what we have largely forgotten—that education is not something done to you by others but something you do to yourself, and that the best—indeed the only—way to educate yourself is by reading books."



At the reception following the ceremony, guests inspected the 14 remaining volumes from the Bingham Library for Youth. They included three volumes of *Plutarch's Lives*, two of the *Life of Cowper*, and *Sermons to Young Persons* by P. Doddridge. (See photo.)

The National Citizens Emergency Committee is sponsoring local citizens' committees and providing volunteer kits and newsletters to help people inform their elected representatives about public library needs. For information, write POB 366, Bowling Green Station, New York City 10004.

INTERNATIONAL



Drawings by John E. Walker

Special Report:

Meeting in Communist State, IFLA Delegates Address Human Rights, Access to Reading

by Rosamond Kerr

The International Federation of Library Associations and Institutions (IFLA) held its 1978 convention from Aug. 27 to Sept. 1 at Strbské Pleso, a mountain resort town in northeastern Czechoslovakia. Reporting for AL was Rosamond Kerr, a staff member of IFLA's International Office for Universal Bibliographic Control. Her comments and opinions are her own.

From the sophisticated delights enjoyed by nearly 2,000 IFLA members in cosmopolitan Brussels last year, it was quite a switch to the ethnic informality of the central European mountain resort of Strbské Pleso. But more than 600 delegates made their way up to Czechoslovakia's High Tatra late in August. Careful advance planning was essential: those unfortunates who arrived without the correct visa stamp, hotel voucher, or currency-exemption form found themselves in for a long wait or a heated argument.

Mist and freezing temperatures greeted the conferees upon arrival, but when the sun appeared they surveyed the dramatic landscape of snow-capped peaks, pine forests, and lakes that make Strbské Pleso a popular year-round health as well as winter sports resort. Where else can you hold meetings in saunas and sanatoria? The remote location ensured a captive audience; delegates were able to concentrate on the business at hand, find more opportunities to talk to colleagues, and blow away the cobwebs of late-night carousing in the invigorating mountain air.

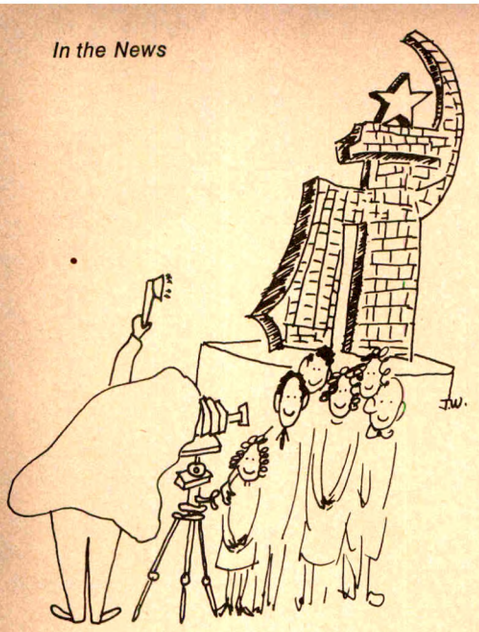
After the extravagances of IFLA's 50th anniversary in Brussels, this was essentially a working meeting, similar to ALA's Midwinter. Several new round tables—classification, art librarians, and music librarians—made their debuts, and such groups as the Professional Board and the Standing Committee of the Section on Cataloging initiated open meetings.

Major Thrust

The overall theme of the meeting was the Universal Availability of Publications (UAP) with the spurious sub-theme, "The role of books and libraries in the development of international scientific and cultural cooperation." UAP is expected to form the major thrust of IFLA's program in the near future. A necessary corollary to Universal Bibliographic Control, UAP aims to serve all readers by assuring a copy of any published document to everyone, whether in East or West, a developed or a developing country, a major city or a rural area.

IFLA's Office for International Lending, established by the British Library Lending Division in Boston Spa, England, in 1975, is already working to further interlending. Fittingly, the keynote address on UAP was delivered by D. J. Urquhart, the driving force behind the establishment of the British National Lending Library for Science and Technology.

By the closing session of the council, IFLA President Preben Kirkegaard of the Royal Danish Library School was able to announce these major steps to-



ward UAP: UNESCO reacted favorably to research proposals, the National Commission on Libraries and Information Science committed $48,000 over two years, IFLA's publisher Verlag Dokumentation donated DM 10,000 for UAP projects, and some national libraries, among them those of Norway and the Netherlands, provisionally promised smaller annual grants. The Executive Board will suggest UNESCO sponsor an inter-governmental conference on UAP in 1981.

As usual, few representatives came from developing countries; but to stimulate their interest and participation, the Executive Board is to be enlarged from 10 to 12 members, with one place earmarked—but not reserved—for a nominee from a developing country. Also, the 1980 meeting will be held in Manila.

IFLA is diverging from its traditional pattern of annual council meetings; council will meet every two years with a professional meeting and sessions of divisions and sections in the intervening year.

Next year the council will convene in Copenhagen, when Kirkegaard ends his term. Elections will be held for his successor and to fill several Executive Board positions. In 1981, the council will meet in Leipzig and in 1983, in Munich.

Good news for non-European participants is the scheduling of the 1982 IFLA meeting in Montreal as well as the staging of a worldwide conference in Honolulu next June, when IFLA's Special Libraries Division will meet with the Japanese Special Libraries Association at the annual conference of the Special Libraries Association of the United States.

"Maple Leaf Raggeds"

Following in the staggering footsteps of last year's Brueghelian bash was Czechoslovakia's Tatry Party. Bad weather forced a move from Bear Meadow to Poprad Winter Sports Stadium, where chilled conferees were warmed with *becherovka* and a heartening 2-0 ice hockey victory over the locals by a scratch IFLA team. ALA President Russell Shank dubbed the winners the "Maple Leaf Raggeds" in the wake of goal-scoring triumphs by ex-Toronto Public Library chief Harry Campbell.

Although the week's activities centered on contemporary library matters, the current Czech political climate of dissent and the victimization of Charter 77 signers did reverberate at IFLA. Several members, notably the Association des Diplômés de l'Ecole de Bibliothécaires-Documentalistes, boycotted the meeting because of the government action against dissident writers and journalists. Coincidentally, the meeting began and ended with references to the Helsinki agreement.

In her opening address, Czech Organizing Committee Chair Helena Kolarova struck an optimistic note, calling the organization of the IFLA meeting in the CSSR "a further contribution to the Helsinki agreement."

But it was left to ALA President Shank to give voice to more substantial doubts about the efficacy of the Helsinki principles of "respect for human rights and fundamental freedoms, including the freedom of thought, conscience, religion or belief."

Plea for Basic Freedoms

In an eloquent statement at the closing session, Shank expresssed ALA's view that "IFLA cannot on one hand profess the high ideals of the free flow of information and publications among nations and work vigorously to create mechanisms to facilitate this flow, and on the other hand ignore the actions of others whose primary purpose is to forbid the free expression of ideas and the flow of information and publications."

The ALA president quoted the examples of South African newspaper closings and custom officials' confiscation of reading materials (an oblique reference to the experiences of some IFLA delegates at the Czech border).

The ovation that greeted his statement left no doubt as to the sympathies of his audience and formed a fitting climax to a meeting centered on the Universal Availability of Publications—a meaningless concept without the basic freedoms so earnestly and urgently advocated.

From a Czechoslovakian Mountaintop, Shank Urges Fight for Human Rights

As ALA's voting delegate to the International Federation of Library Associations and Institutions meeting in Strbske Pleso, Czechoslovakia, President Russell Shank pulled no punches in speaking out for human freedoms.

Some excerpts from his speech:

"IFLA can hardly conduct a conference with the theme 'Universal Availability of Publications' without recognizing that many people of the world are denied access by governmental action to information and publications otherwise generally available throughout the world . . .

"Libraries are not likely to volunteer to send publications to libraries in other nations if there is a chance that they will not be delivered, or that they may be confiscated and not returned, or that the viability of publications offered in exchange may be threatened by government action . . .

"Librarians everywhere ought to be in the forefront in the fight to implement the principles of the Helsinki Accord . . . [which] calls for 'respect for human rights and fundamental freedoms, including the freedom of thought, conscience, religion or belief' . . .

"The American Library Association, therefore, recommends to IFLA:

- **That it consider a resolution that would support the Helsinki Accord, and**
- **That it urge all who work for the development of IFLA programs such as UBC and UAP to take appropriate action with regard to states with whom they work which abridge human rights, and particularly the rights of free expression, of free access to information, and of the free flow of publications within nations."**

Influenced by Moon, British Librarians Rebel

Addressing the centenary celebration of the Library Association of Great Britain in London last year, ALA President Eric Moon—who once served on LA's Council himself—asked his former colleagues what had happened to their social activism (Assistant Librarian, *November 1977, pp. 166–72*). *At this year's LA meeting in Brighton, some junior members took up his challenge. One Young Turk, who prefers to be*

identified only as "Perfidious Albion," sent AL this account:

The Library Association has been Moon-struck, it seems. During LA's annual conference Sept. 11–14, three tempestuous motions aimed at democratizing a body not known for open government enlivened its usually deadly general meeting.

All three proposers referred to Eric Moon's spirited challenge to junior members to change the procedures behind which the Establishment, chameleon-like, hides. The first motion, calling for direct election of the president by members instead of by a small clique of elder statesmen, was narrowly defeated. It was, however, referred back to the Council to prepare proposals achieving the same aim next year. In reality, the members were simply scared to make a decision: they are not used to doing so.

The second and third motions passed, surprisingly, by a show of hands; perhaps the elders wisely recognized the meeting's undercurrents. As a result, personal statements on manifestos will be issued with the ballots for the election of officers and councilors (what dire libels will there be uttered?). Also, Council was instructed to prepare constitutional amendments to extend the franchise to those, such as library school students, who are not yet certified. This proposition will be increasingly important, since the general meeting debated heatedly and eventually approved new proposals to extend the professional education required for certification. Before completing the requirements, the librarians will be known, uneuphoniously, as licentiates.

Of their own accord, the LA's ruling chieftains initiated a modest reform. Commendably, they deserted the old conference mode of four jolly days by the seaside in September for chief librarians and elected politicians who chair local library committees. Vale perquisites! For the first time, professional meetings, involving professional librarians, discussed issues of substance under the benign umbrella of the national conference. The reform is hesitant, in so far as concessions are still being made to the ancien régime by holding the conference in an expensive resort like Brighton, where costs barred many younger professionals; by staging the expensive annual dinner and exclusive receptions; and by the continuing prevalence of an air of decaying decorum. Yet the change is irreversible, the dragons' teeth have been sown. Is it surprising that the general meeting, usually attended by those who want to snatch half an hour of sleep, this year attracted nearly 400 lively people who did battle for more than four hours?

TV-Tie-In Insert Ties in With Special Issue Theme

With a special section focusing on school library service to young people, this issue of *American Libraries* is a handy vehicle for the 8-page, public-service insert, "A Guide for Teachers and Librarians to Three Offerings in the 1978–79 Season of the Series 'Once Upon a Classic.' " Prepared by Prime Time School Television with input from librarians, the guide is designed for use with three classics to be aired by the Public Broadcasting System: *The Secret Garden*, beginning Dec. 9; *John Halifax, Gentleman*, beginning Feb. 3; and *Pinocchio*, beginning April 21. The guide provides story synopses and suggested discussions and activities. The "Once Upon a Classic" series is made possible by McDonald's Local Restaurants Association.

Guess Who's Coming To Dinner

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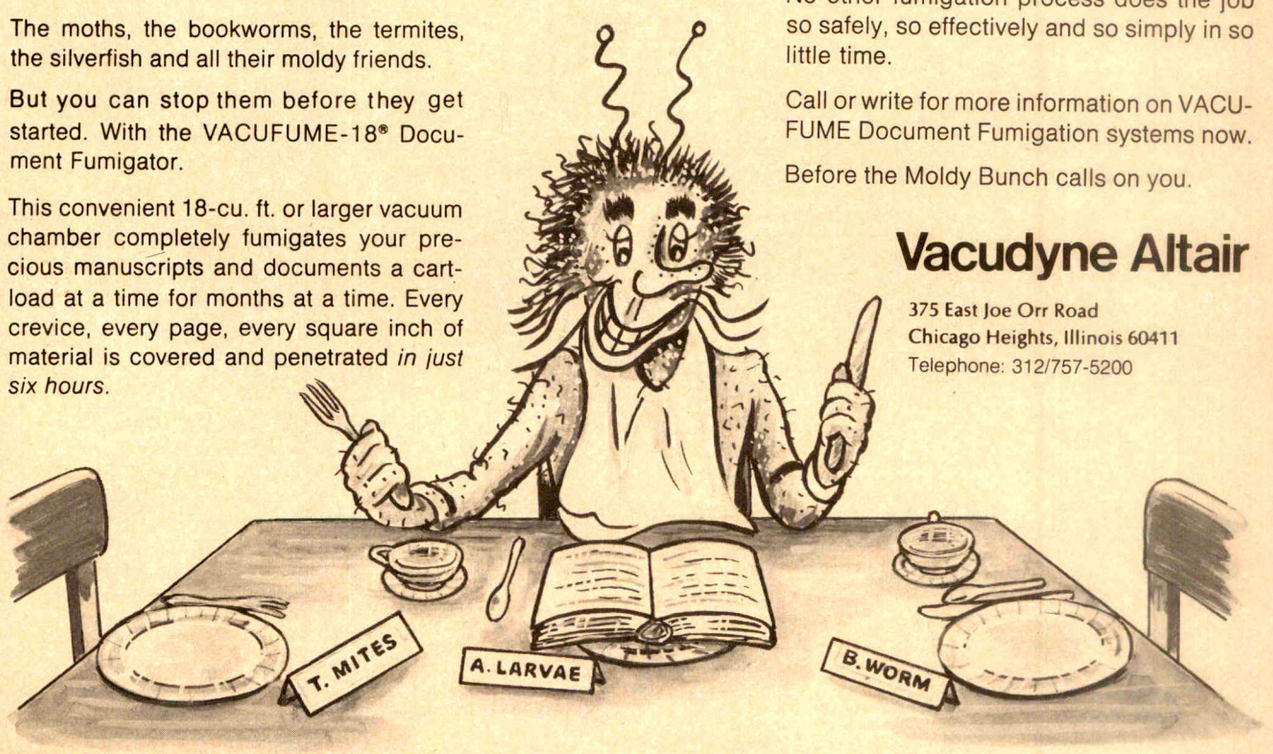

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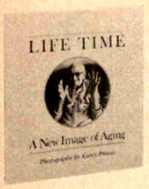

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COMMENTARY

PAPERWORK FOR CETA A MESS.

In Raymond Young's article on CETA funds (*AL*, Sept., p. 468), he writes that "small-town librarians are sometimes reluctant to participate on the grounds that 'federal money means federal control.'" I would suggest that the small-town librarian is more concerned with the size and sheer volume of paperwork involved in filling out a CETA application form. The wording in the form is so obtuse and confusing that surely many librarians are defeated before they start. The amount of time needed to wade through the initial form and the piles of follow-up forms is so great that many librarians—operating with tight staff time, as always—simply throw the mess in file 13.

After three days of struggle, I was sorely tempted!

KARILYN JAAP
Gulf Beaches P.L., Madeira Beach, Fla.

OLD HUSTLERS, FADE AWAY!

I would have to assume that your permitting McShean to write the "On My Mind" (*AL*, June, pp. 321–22) was due to a guilty conscience or a desire to gain some semblance of fairness by letting him hustle a few more sales of *Running a Message Parlor*. Obviously the intended reaction of hundreds was to be similar to mine and rush out and buy it. After reading it, however, my first reaction was how charitable the professional journals were to have ignored it, because this was the most civil way to deal with a poorly written, awful book.

My hope had been to find some insights and advice about the struggle for intellectual freedom in his country by an old "pro" which I could share with my students. My embarrassment would be to have to admit to them that this man claimed to be a professional librarian with any knowledge of censorship or intellectual freedom. His reflections of his professional life are those of a pompous ass, with a monstrous, ironclad ego, a deadly sense of a humor, and an insensitivity to others of which he is apparently completely unaware. . . .

I am surprised that Ramparts Press, which has a fairly good publishing record, would have permitted the poor writing, the lack of any significant discussion, and the heavy padding. His so-called attempts at hip sexiness remind one of a little boy straining to see his "wee thing" and mistakenly fumbling with his belly button. When he finally runs into a kindred spirit, John Forsman (remember him?), one can well understand why some professionals have deliberately brought down the wrath of the censors.

We do have serious censorship problems in this country, and some real competent people are fighting valiantly. I bridle, however, when you imply that Roswell, N. M., library was a landmark in our struggle. Even McShean is honest to say that some ascribed his firing to his bad judgment.

Quixotic librarians charging off to defend trumped up issues like *Hustler, The Speaker*, kiddie porn, etc., make our work all the more difficult, because the public begins to think that we are all idiots. McShean trying to massage his tired old message forces one to wish that old hustlers would just fade away.

WENDELL WRAY
University of Pittsburgh library school

GORMAN'S JUXTAPOSITION.

While I welcome Gorman's proposal (*AL*, Sept., pp. 495–96) that transfer teams be formed and the various online automated library systems that have already been developed be considered for implementation at other libraries, his statement that locally developed systems will not have a basis for future cooperation and development then appears to be inconsistent. After all, were not the three systems mentioned developed locally? If we are going to have a reasonable field of choice available to public as well as academic libraries from which they may select a system for replication, someone has to have expended the R & D effort for these systems to begin in the first place.

In Colorado there are two online public library systems nearing completion, either of which could be transferred to another institution providing the same kind of team consulting Gorman recommends. This is possible because both libraries chose standard hardware and software from major vendors. It is precisely the paramount needs of the user which prompted both cities to develop their own systems.

How can automation experts such as Gorman continue to juxtapose statements supporting adoption of standard bibliographic formats and implying that user needs are so special and narrow that one locally developed automated system would not be transferrable to another community? If we are asking all users to rely on one standard form of bibliographic record, we are assuming a similarity of needs.

JANE Y. KELLY
Pueblo Regional Library, Colorado

RISKS OF INTERSHELVING.

Constance Tiffany's comments (*AL*, Sept., p. 499) deserve consideration by all librarians with segregated collections. I concur with the thrust of her article. However, magnetic fields, dust, humidity, direct sunlight, heat, plus several factors unique to each medium should be given careful consideration. Some formats have a limited tolerance in uncontrolled environmental conditions. Likewise, many of the factors are detrimental to print formats.

JOHN W. ELLISON
SUNY at Buffalo

HIGH LOAN FEES UNFAIR—RETIREE.

I am a professor emeritus of a private college. I retired 10 years ago, but I am still very active, doing research for two historical projects.

Lately, I have had some very discouraging experiences: more and more libraries of institutions of higher learning charge high, even exorbitant fees for interlibrary loans. It is quite obivous that at least in some cases the purpose of the fee is not merely to meet rising costs for "postage and handling," but simply to discourage interlibrary loans altogether. Sometimes the fee per book is so high that one might as well *buy* the book in question—if it were available.

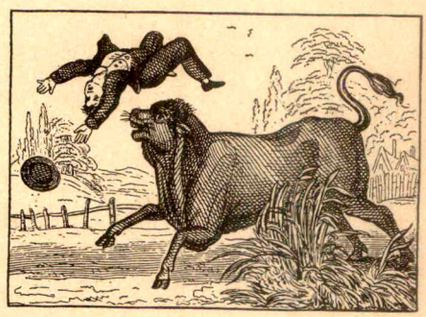
I for one have received an impasse. With my retirement income, I simply cannot afford paying these high charges.

I consider the policy of discouraging fees unfair and contrary to the very purpose of college and university libraries which, I believe, is to *promote*, not to inhibit, scholarly research. May I ask: What are you going to do about it?

FRANZ H. MUELLER
Saint Paul, Minnesota

BRONCO ADVOCATE BUCKS BACK.

The cover photograph (librarians chasing a calf at a rodeo) on your July/August issue was most repulsive. There must be more humane things to do than frighten and mistreat animals. I am sure rodeo devotees will disagree, but I find it difficult to believe that anyone can think animals enjoy running around scared or being roped, tied, and wrestled to the



ground by their necks. Bucking broncos buck because they do not enjoy people on their backs. They might be trying to tell us something!

I like to believe that librarians have something to do with the pursuit of knowledge. Although it might be a utopian attitude, I cling to the idea that this questing will lead to a compassion for and an understanding of living creatures.

June R. Welch told those [TLA] librarians at a luncheon: "The librarian in a Texas town is chief among those who move civilization forward." I would hope that somewhere in the definition of "civilization" is the idea that people should be considerate and sensitive to beings, animal as well as human. Your photograph completely rejects that thought. . . .

MICHAEL DELEO
Waterbury, Connecticut

A number of librarians at the Texas conference shared DeLeo's sentiments. —Ed.

ACTION EXCHANGE

Trailers can give great library service, but watch out for that hardware!

Q. We are planning to use a travel-trailer type mobile unit for library service to communities without libraries. Moved by a delivery van, the trailer will function as a mini-branch with multimedia and 2,500 to 3,000 books. We plan to leave it on a site for one or two days. Who has done this and how has it worked? ***Robert E. Coumbe, Director, Gloucester County Library, Woodbury, New Jersey (AL,*** **Sept., p.463.)**

A. Since 1959, the Mansfield-Richland County Public Library has been using a 30-foot trailer as a mobile branch in the city. It serves five shopping centers and neighborhood locations on a weekly schedule of 47 hours, circulating 60,000 books a year.

Built by Gerstenslager's with the same general load capacity built into bookmobiles, the vehicle is moved by a nonstaffer who very reliably sees that it is properly set up at each stop. We could move it with our library station wagon but it would take some redeployment of staff and probably not save much. The vehicle plugs into 115 v. electric power at each stop and its upkeep is relatively low.

The advantage of our branchmobile is that it provides very personal service. Staff members get to know their patrons' reading tastes, which is helpful in overall book selection. About 70 percent of the circulation is to adults. The branchmobile has its own book budget and also borrows freely from the main library collection. *Richard E. Allwardt, Assistant Director, Mansfield-Richland County Public Library, Mansfield, Ohio.*

A. Who else? As librarian of the Gary (Ind.) Public Library from 1936 to 1940, the late Ralph B. Shaw used a truck cab and several trailer units to provide mobile library service. Shaw's theory was that it seemed unnecessary to purchase, at greater cost, bookmobiles when they sat stationary so much of the time.

I suspect that the disadvantages created by working out the logistics outweighed any savings, but to the best of my knowledge Shaw never reported on the success or failure of his experiment in any professional journal. Certainly it was not widely accepted at the time. *Norman D. Stevens, University Librarian, University of Connecticut/Storrs.*

A. The concept of mobile library trailers is fine but watch out for the hardware!

About 1965 the Southern Tier Library System, which serves four rural counties covering 3,100 square miles in hilly upstate New York, began using mobile trailers in six communities formerly served by bookmobiles. We had two Morony-built bodies on 3-axle chassis pulled by a short wheelbase haul-away truck similar to those used by mobile home movers. Each trailer carried some 2,500 books and stayed two days in three communities. We hired local staff and the hours included evenings and Sundays.

The service was great, when available, but the hardware was lousy. The trailer-truck combination had been chosen so that we wouldn't have to hire a tractor-trailer driver with a New York Class 1 license, but both the trailers and the haul-away truck proved too weak in transit. From the inception there was a history of trailer axles falling, trailers coming undone, and spectacular accidents including two picturesque rollovers. We scrapped the program in 1976.

If you will calculate book weights you find that a travel-trailer chassis can't hold 2,500 books safely when moving. You probably should get a drop-center chassis (moving van base) and a fifth wheel type tractor.

Our program results? All six communities now have their own reading centers on municipal property. Within a few years we think all six will become full-fledged public libraries. The mobile trailer services convinced the villages (pop. 500 each) that some form of library service from a permanent home was an important aspect of the local quality of life. *Paul M. Malecki, Director, Southern Tier Library System, Corning, New York.*

Q. Shelving has been a historic problem in libraries—it's boring and routine and shelvers would rather do anything else! Since salary is not a great motivation, we've wondered if a solution might not be found in defining how much shelving has to be done in a given shift and how well it must be done so that, once completed, shelvers could go home with the same amount of pay they were supposed to make?

In other words, if two shelvers are scheduled to work from 5 to 9 p.m. and to shelve 10 truckloads of books, let them go home as soon as they're finished with their four hours' pay, even though the job takes only three hours. There are obvious problems, but great potential benefits.

Has anyone established the kind of guidelines and procedures necessary for monitoring shelving quantity and quality in this way? ***John V. Nichols, Director, Lewis & Clark Library, Helena, Montana.***

A. Don Hammer, executive secretary of the Library and Information Technology Association, advises that he knows of no one who has tried this. "From my experience in running the bookstacks for the University of Illinois/Urbana," Hammer adds, "I would say that such a technique would encourage deliberate mis-shelving, always a problem in library stack operations under the best of conditions. Spot checking shelvers' work is always a necessity and this system would increase the need for monitoring."

Any other answers? Write ACTION EXCHANGE.

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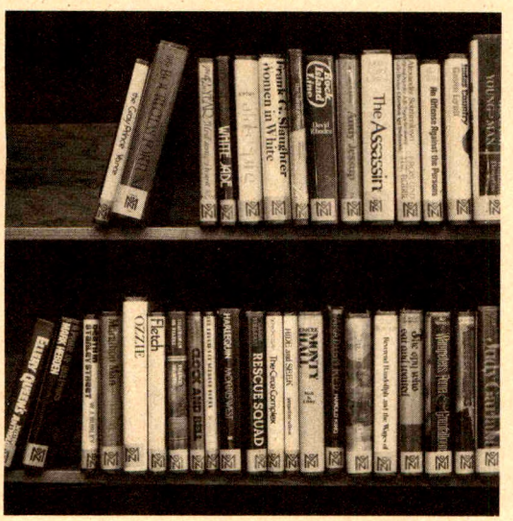

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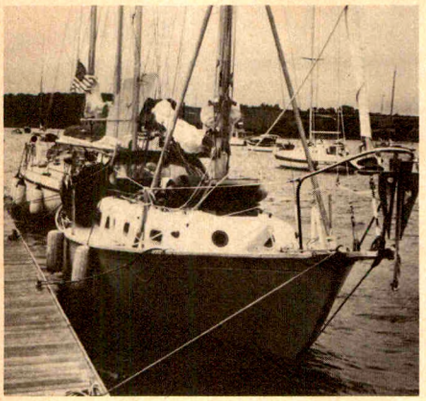
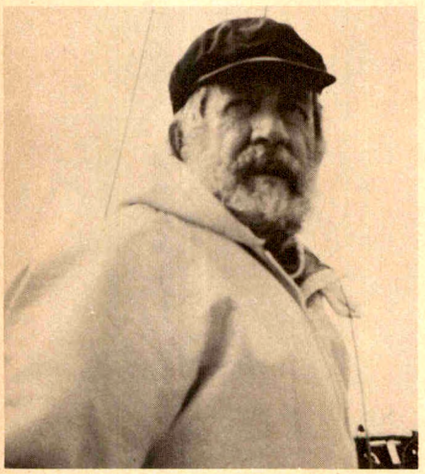
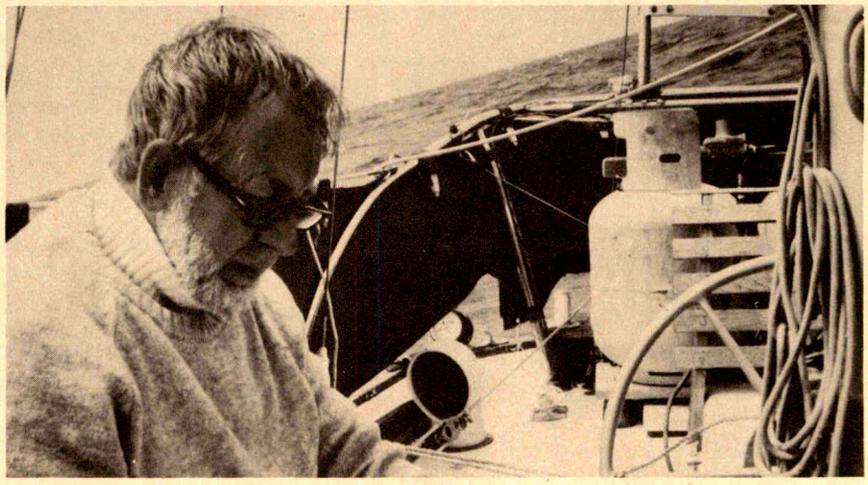




Photos (counterclockwise): *Jackson's ship, "Carla Mia"; the sailor prepares for inclement weather; a gale strikes; Jackson uses a sextant to determine his longitude and latitude; the sailor takes a break from a hard day at sea; then back to work, charting positions, putting equipment in working order, and planning the next day's activities.*



W. Carl Jackson:
A Man Whose Ship Has Come In

W. Carl Jackson hadn't slept more than two hours a night in weeks. His raw hands numbly gripped the steering wheel of his 30-foot ketch as 60 mph winds whipped through the sails. The turbulent sea sent salty billows across the deck, covering his feet and rusting his cans of food.

The years he had spent in his quiet office at Indiana University seemed lifetimes away.

Jackson, 55, was taking a break from his job as Indiana's dean of libraries to sail solo across the Atlantic, fulfilling a lifetime dream.

"Every individual has his personal odyssey. It might be flying a balloon or climbing a mountain. [Sailing across the Atlantic] was a personal challenge. I wasn't trying to prove anything to anyone . . . I love the sea, I always have, and I always will," explains the soft-spoken librarian.

The desire to temporarily escape the stresses of academic life also prompted Jackson's adventure.

"I felt I needed to do battle with someone other than people. I wanted to do battle with nature," says the dean, who is responsible for 50 libraries on eight campuses.

Ironically, Jackson has spent more time battling to improve librarianship than fighting human or natural forces. The former World War II paratrooper began his library career as assistant order librarian at the University of Tennessee and broadened his library horizons as head of the State University of Iowa order department, chief acquisitions librarian at the University of Minnesota, associate director of libraries at the University of Colorado, and director of libraries at Pennsylvania State University.

But Jackson's interest in the sea goes back farther than his interest in library matters. As a child growing up in Massachusetts, he learned navigational skills and spent his leisure time in the water.

Five years ago, he began planning his Atlantic crossing. After buying and repairing a used ketch which he named *Carla Mia* after his 16-year-old daughter, he set sail July 8 from Marblehead, Mass., destined for Warsach, England.

Jackson took enough food and water to last 45 days, even though he expected the voyage to last only a month. He had two receiving radios, but when his two-way communicator broke just before his departure, he was forced to leave it behind. Thus he had no way to talk to other ships or "the outside world."

Jackson expected an easy trip based on weather statistics for previous Julys. But the weather behaved as it does in January, and the librarian encountered eight gales in a row the first month of sailing. The second month, the wind barely blew.

Four days after Jackson left shore, a loose bolt caused a break in one of the *Carla Mia's* masts. The librarian tried to repair it with a rope, which got tangled in the boat's propeller. Jackson had to swim under the ketch and untangle the rope in water 2,587 fathoms deep. A

rescue outfit finally towed him to Nova Scotia for repairs.

Jackson says the calm period of his voyage was no better than the turbulent one. He suffered extreme loneliness, which taught him an important lesson.

"It's now quite obvious I'm dependent on people—my need for people is as great as anyone else's," says the man who once thought of himself as somewhat antisocial.

Toward the end of his journey, Jackson began running out of water. He had to brush his teeth without it and use the same dishwater several days in a row. Jackson finally spotted a Spanish trawler and indicated his need for water in sign language. He received five gallons, which held him over until his journey's end.

On Sept. 6, after losing his lights, injuring himself by falling asleep at the wheel, and changing his sailing course several times, Jackson landed at Cork County, Ireland, 250 miles from his original destination. He had lost about 40 pounds, grown a thick new moustache and beard, and acquired a layer of unsightly mold on his clothing.

"I was sort of bent. I didn't have much spirit left," he explains. "I learned I'm not as tough or as self-sufficient as I thought I was."

Although he is not a publicity seeker, Jackson has used his voyage to promote librarianship in the media.

"I tell reporters, 'I am a librarian—I am not a classroom professor'—because I want to boost the library profession," he says.

Jackson considers his attempts to "upgrade the profession in academic libraries" greater accomplishments than his solo voyage. He has promoted his interests in automation, technical services, acquisitions, and administration by serving as consultant at several universities and member of numerous ALA committees and state library associations.

Based on a log he kept during his trip, Jackson plans to write a book. Although he will confine future sailing excursions to calmer waters, he plans to continue pursuing another of his greatest loves—aviation. —*S.S.C.*

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In response to a recent policy shift by OFPP on unsolicited proposals, Mercury Communications has released this new updated edition of *How to Create a Winning Proposal.* The new edition details current requirements for preparing and submitting unsolicted proposals to Uncle Sam. Included is an explanation of the new regulations concerning government acquisition, contracts, grants and awards.

First published in 1976, "Winning Proposal" rapidly became an international standard guide for use in both government and commercial proposal efforts. It covers the entire proposal process from start to finish — and includes writing instructions, sample forms, proposal outlines, checklists and illustrations. Topics covered include:

- **How to analyze** and respond to RFP's, RFQ's and other procurement invitations.
- **How to increase** your win probability with "white papers" and pre-proposal planning.
- **How to cost out** engineering, research, manufacturing and service projects.

Excellent guidelines are given on organizing the proposal effort, developing an effective win strategy, and mobilizing the proposal team. This book is currently being used by over 15,000 research, manufacturing and service organizations, as well as hundreds of military, govenment and civil agencies. **256 pp hardcover, $49.95**

The Piping Guide

If you design or draft industrial piping systems, you will save many valuable hours with *The Piping Guide.* This engineering reference and working aid provides everything you need to know to design and draft industrial piping systems — from analysis of job requirements, to final design for use in plant construction. Contains 186 professionally-prepared tables, 220 line drawings, and 91 photographs. **210 pp hardcover, $24.00**

Energy-Info Directory

This directory is of critical interest to anyone involved in energy or energy-related projects. Fully-indexed by subject, it provides a quick and easy reference to energy information sources in the US. Energy topics include: Conventional • Alternate • Potential sources • Research • Methods of processing • Reserves • Technology • Applications • Utilization. **48 pp softcover, $14.95**

Ordering information

Copies of these books are available prepaid from Mercury Communications. Prices include shipment inside the US. Foreign orders, please add $3 postage and handling per title. Payment accepted in US dollars only. Payment must accompany all orders. Master Charge and VISA orders accepted. Please state card no. and exp. date. C.O.D. orders call 408/425-8444.

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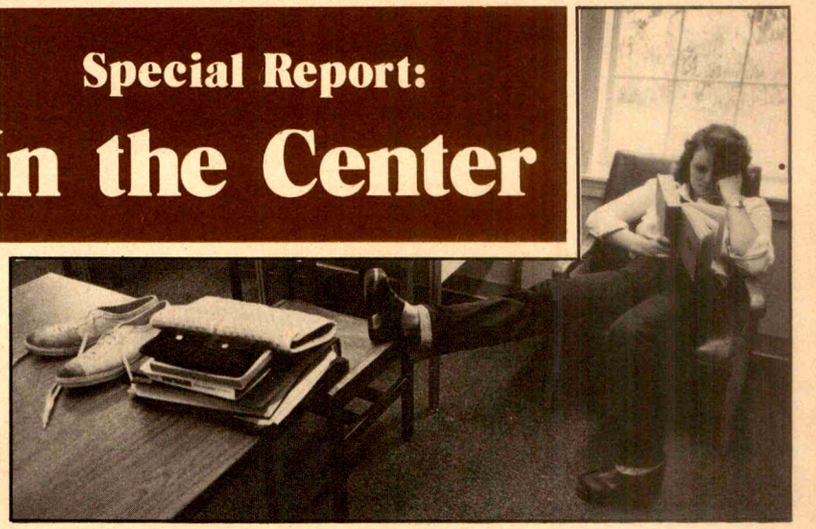
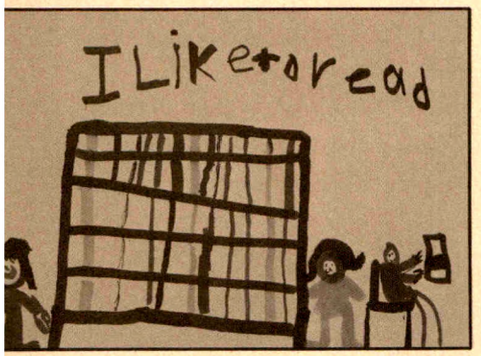
Special Report:

In the Center





A Word from Ernest L. Boyer, U.S. Commissioner of Education

FEW THINGS in American education have undergone more profound change in recent years than the school library. For generations a quiet enclave in school life, the library has become an active partner in the learning process.

LIBRARIANS now operate not just libraries but complete learning centers. They work closely with teachers to select videotapes, film strips, and other materials that give students a better understanding of subjects presented in the classroom. They also provide learning tools for handicapped children and bilingual materials for those whose first language is not English.

I'M PROUD that the Office of Education has helped not only to modernize existing libraries but to provide new ones. Today 85 percent of the nation's schools have a library.

BUT THESE LIBRARIES must be strengthened. Good books must be available to all children. Librarians must be supported in their role as teacher, and the relationship between the library and the classroom must be strengthened. These are urgent goals I will urgently promote.

I COMMEND the American Library Association for its leadership in introducing new technologies without losing sight of a basic truth—that civilization's accumulated wisdom, and inspiration, is still transmitted powerfully and essentially through the printed page. □

"...things you did not know"

Today's students will pay the taxes that support tomorrow's libraries. They will sit on future library boards and invent new library technologies. Most important, today's students will be tomorrow's library users, demanding specific services and materials.

To a great extent, the library habits of future patrons are shaped by the 78,219 school librarians in the United States.

Notoriously underfunded, school media centers have emerged as a powerful educational force only recently, with help from Title IV B of the Elementary and Secondary Education Act. For the coming year, media specialists recently won some $180 million in ESEA-IV B funds, which are used to purchase library books, instructional materials, and equipment.

Important as they are, school media centers often find themselves unheralded in the library world at large. Most general library publications give them only token attention, rationalizing that school librarians have their own, specialized journals.

American Libraries has designed this section as an up-to-date primer on the inner world of the school library media center. In it, outstanding educators and school librarians discuss current educational trends, accreditation and certification, the role of the paraprofessional in the school media center, and school library networking.

A profile of the American Association of School Librarians inaugurates a series of reports on ALA's units.

In addition, third graders from inner city and suburban Chicago and Kenosha, Wis., reveal what they think about their school libraries through drawings and comments.

One such student describes the library as a place where "sometimes you find things you did not know." We hope the following pages fit the same description.

—Susan Spaeth Cherry, section editor

"Today, the public demands a school program that is understandable to the layperson and effective rather than innovative."

The New ABCs of Our Schools

by Stanley R. Wrinkle

The people who are responsible for schools often face the question, "When are educators going to get their act together?" Perhaps the best reply is this one: a day or two after the government balances the budget, the spiraling cost of medical care reverses, no criminals escape prosecution on legal technicalities, and the Department of Defense starts selling magazines to pay for new planes.

Little has come from attempts these past years to establish efficiency and systematic organization in education. Yet, the organization of schools into accountable and measurably effective systems may be more crucial to the future of American education than ever before. Public confidence in schools is showing some cracks, and educators are finding themselves in a critical period of philosophical reassessment.

For the past two decades, schools have responded to diverse outcries for educational change. Today a forceful public demands simpler, more basic, and less costly teaching and learning formats. But the future structure of public education remains undefined.

Several major forces have shaped educational trends for the recent generation of high school graduates. In the late 1950s a wave of curricular and instructional controversy developed from the demand for more scientific expertise and the idea that school ineffectiveness in this area had caused a national defense lag. Schools supposedly were teaching the wrong things in the wrong way, if indeed they were teaching.

The result was a conclave of privately and federally funded curriculum projects dominated by practitioners and college professors in academic fields. The projects generated curriculum and materials, first in math and science, for use with new instructional strategies. The innovations were intended to help students develop critical thinking and analytical decision-making skills. Soon practically every academic discipline in the schools was using the new materials and techniques.

Then an additional force struck the educational enterprise. An alienated generation of American young people intersected with a politically complicated war. The resulting impact evoked a new demand for a more personal and responsive school setting. It produced a group of articulate educational critics, who characterized the schools as irrelevant, insensitive, and incongruent with the needs of youngsters.

Simultaneously, from within the educational establishment, came a demand for reducing the student dropout rate and creating a comprehensive program of career direction and training. From another side came the mandate that schools must serve the pluralistic society equitably regardless of cost or the need to change approach or attitude.

The Media Center Adapts

The forces of change have had their most visible instructional impact on the public school media program. The curriculum projects of the '60s created instructional materials in an almost infinite variety of style and form. Advertisements for instructional machines filled the IN baskets of school administrators at virtually every level. The array of instructional media reflected the thinking that students should pursue

Educationalese: A Basic Kit

Accountability: A concept suggesting that schools and educators should be responsible for the expenditure of funds and the consumption of educational resources in terms of predetermined and measurable student achievement results.

Systems: Arrangements or configurations of resources and processes according to a specific design for the production of a desired result. Instructional systems draw upon six essential resources: time, space, material, equipment, teaching methods, and the teacher-student relationship.

Back to the basics: A current slogan incorporating the idea that the educational innovations of the 1960s and 1970s have been ineffective and educationally counterproductive. The "back to the basics" proponents believe that frills and innovation do not make an education, and that a return to the more simple, pre-60s educational process with a heavy emphasis on discipline is at least no worse than the present educational approach.

Public Law 94-142: The latest of a historical series of federal laws related to the rights of handicapped children to education. Effective Sept. 1, the law assures handicapped school-age persons access to a free and appropriate public education in the least restrictive learning environment.

Competency-based education: A systems approach to educational organization and planning. The approach involves identification of competencies as the basic result of the instructional process and the designing of the process to produce these competencies.

College entrance examination scores decline: A phenomenon involving the significant downward trend in the performance of students currently taking college entrance examinations as opposed to those taking the same examinations 10 to 20 years ago. In 1963-1977, average scores of the Scholastic Aptitude Test dropped 49 points from 478 to 429. A 32-point drop from 502 to 470 occurred on the mathematical part of the same examination. —*S.R.W.*

Stanley Wrinkle is assistant superintendent in the instruction division of the Cobb County Public Schools, Marietta, Ga. His district won the 1978 School Library Media Program of the Year Award sponsored by Encyclopaedia Britannica and AASL.

"Media is not the heart of the instructional program; it is better described as the blood."

learning as independently as possible. The teacher became a facilitator as students interacted with non-human instructional sources.

Additionally, the trend toward personalized, individualized instruction brought about differentiated learning materials to appeal to all types of students. Media was adapted to teach everything from career education to values clarification.

During these years the function of the school library and the role of the librarian changed. Educators decided the library should be as large as the gymnasium. The school that was keeping up with the Jones's school had a media center, not a library, a media specialist instead of or in addition to a librarian, and a "multi-media approach." The principal had to say the media center was the heart of the instructional program. Standards for school accreditation changed to accommodate a move toward more nonprint materials. The school librarian became the catalyst for diverse media usage among teachers and students.

Today, the public demands a school program that is understandable to the layperson and effective rather than innovative. Priorities have changed, and so have problems, profoundly affecting the school instructional program and the media supporting it.

Back to Basics

The demand for a return to the basics of previous years is prevalent in public education. Some educators joke that the Bicentennial celebration, with its nostalgic view of the past, could not have come at a worse time for the schools. The realities involved in a return to a more basic education are seldom defined, but there are certain clear implications for media.

Educators often question the effect of current educational media on initiative as students develop lifelong learning skills. The effort to make learning more appealing and enjoyable through a multimedia approach and high interest materials could suggest to students that it is the media producer's job to entice them to learn. Advocates of a return to the basics attack this notion, saying learning should be a self-initiated responsibility. They contend that learning involves hard, and in some cases, unappealing work. Therefore, to coddle the student in the modern-day media program is counterproductive to the real goals of education.

A corollary to the back-to-basics movement is the demand for a less costly system of public service. The vulnerable schools are a prime target for cost-cutting proponents. School people must realize that taxpayers have the right to question why they are paying more to educate a declining number of students with reputedly fewer educational accomplishments. Those without educational interests see the school as a good place to start relieving the public tax burden.

The school media program and its personnel become targets for budget cutting when administrators make bottom-line funding decisions. Since the ideal media program reflects costly expenditures with little learning accountability, it may be difficult to defend in future budget hearings. Its continued existence will depend on proof of its effectiveness.

"Appropriate" Education for All

But as schools are asked to do better with fewer funds, they face an additional legal and ethical responsibility. Public Law 94-142 of 1978 secures the educational rights of the handicapped by requiring schools to provide appropriate education to all students, regardless of any disabling conditions. The educational methods must meet each student's individual needs. The school also must provide appropriate educational media, both materials and equipment, to serve the handicapped. No longer can the exceptional student be fitted into programs and materials that the school has available. The effects of PL 94-142 are far reaching for all school systems, and an understanding of the way the school media program undergirds compliance with the law is a necessity.

Competency Measures

An additional issue on the educator's list is the movement to establish a competency base for education. Parents and educators want assurance that students have learned before they progress through each level of the educational system and receive honors for their progress. The decline in college entrance scores and "social promotion" at various grade levels make the school seem like an institution that recognizes students as educated regardless of how much they learn. The proposed solution is to develop benchmarks of achievement validated by the student. For those who fail to progress according to expectations, no promotion or honorable graduation can take place.

Currently, all but two states are contemplating or enacting competency based standards for high school graduation. Action results from state legislative mandates or state school board policy. Competency-based education is becoming a reality rather than an issue.

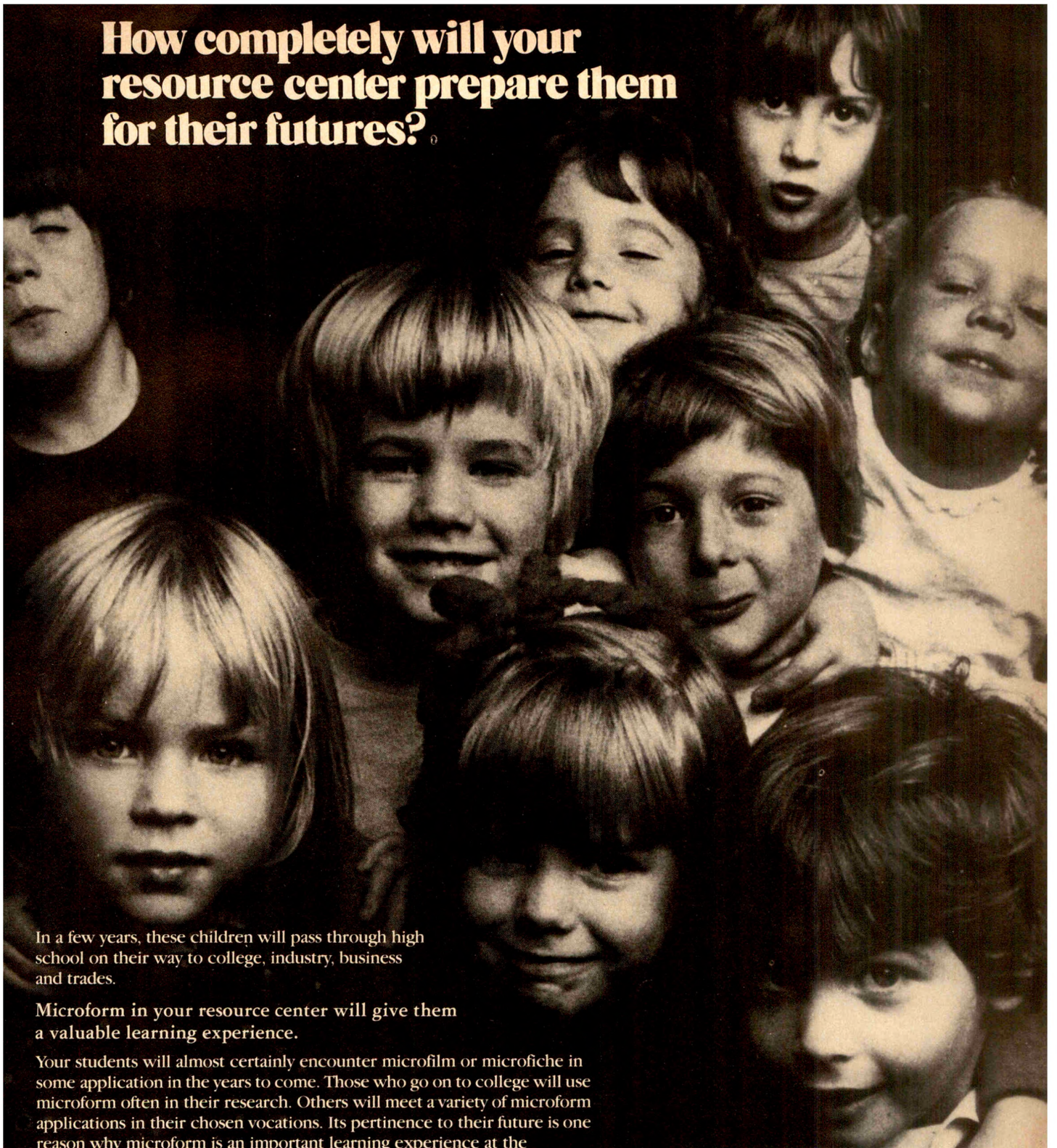
The official establishment of the competency approach requires significant organizational planning for media programs. Media specialists can key materials to specific objectives and gear the total media program to the overall instructional program. As teachers plan lessons with specific goals, they have available to them a catalog of materials which contribute to the desired competency development. New media acquisitions are made on the basis of their contribution to the competency-based program, rather than on their appeal to teachers and media specialists.

Conflicting Issues

While education struggles to be more accountable, it faces many issues in conflict with one another. Change in any direction costs money, and the expenditure to keep education at the status quo will automatically increase with inflation. Yet to be resolved is the application of competency-based programs for special students whose rights to an education are preserved by PL 94-142. The job of operating schools, if nothing else, is an opportunity to resolve the irresistible force against the immovable object.

If schools are to accomplish the economic efficiency and the comprehensive effectiveness demanded of them today, they

How completely will your resource center prepare them for their futures?



In a few years, these children will pass through high school on their way to college, industry, business and trades.

Microform in your resource center will give them a valuable learning experience.

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must articulate their educational resources as never before. They must become organizational systems with definable outcomes for the students they serve. Integrating the media program into the overall operation as an instructional resource is of paramount importance. Educators have six resources with which to bring about increased instructional effectiveness. Two of them, materials and equipment, must be coordinated with two more, teaching strategies and teacher-student relationships, within the dimensions of time and space. Until each of these resources is used to complement the others within a planned system, the school program will suffer from a lack of balance.

Without renewed caution in planning, educators can convince themselves and others all too easily that a school pro-

As kids see the center:

A Place with a Lot uv Book

by Susan Spaeth Cherry

For a refreshing outlook on the library world, just ask a kid.

American Libraries did so by distributing questionnaires to 208 third graders at five public elementary schools: the Gale, Kozminski, and Nettelhorst Schools in inner-city Chicago; Westmoor School in suburban Northbrook, Ill.; and Roosevelt School in middle-America Kenosha, Wis.

In this thoroughly unscientific survey, students were asked to answer seven open-ended questions and to "draw something about the library." Teachers and library staffers offered kind cooperation but no coaching.

Beneath the charming innocence of many answers are clues to basic attitudes, some of which may determine the future of the nation's libraries.

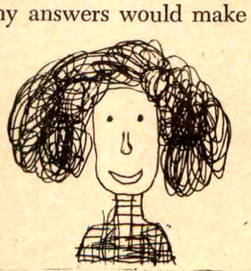
What is a library?

"A plas with a lot uv Book," answered one student, representing the general viewpoint of 36% of his peers. Most children gave straightforward responses: a place to get or check out books (28%), a place to read or study (17%), a place to get information, read, and write (19%), and a place to see films (1%).

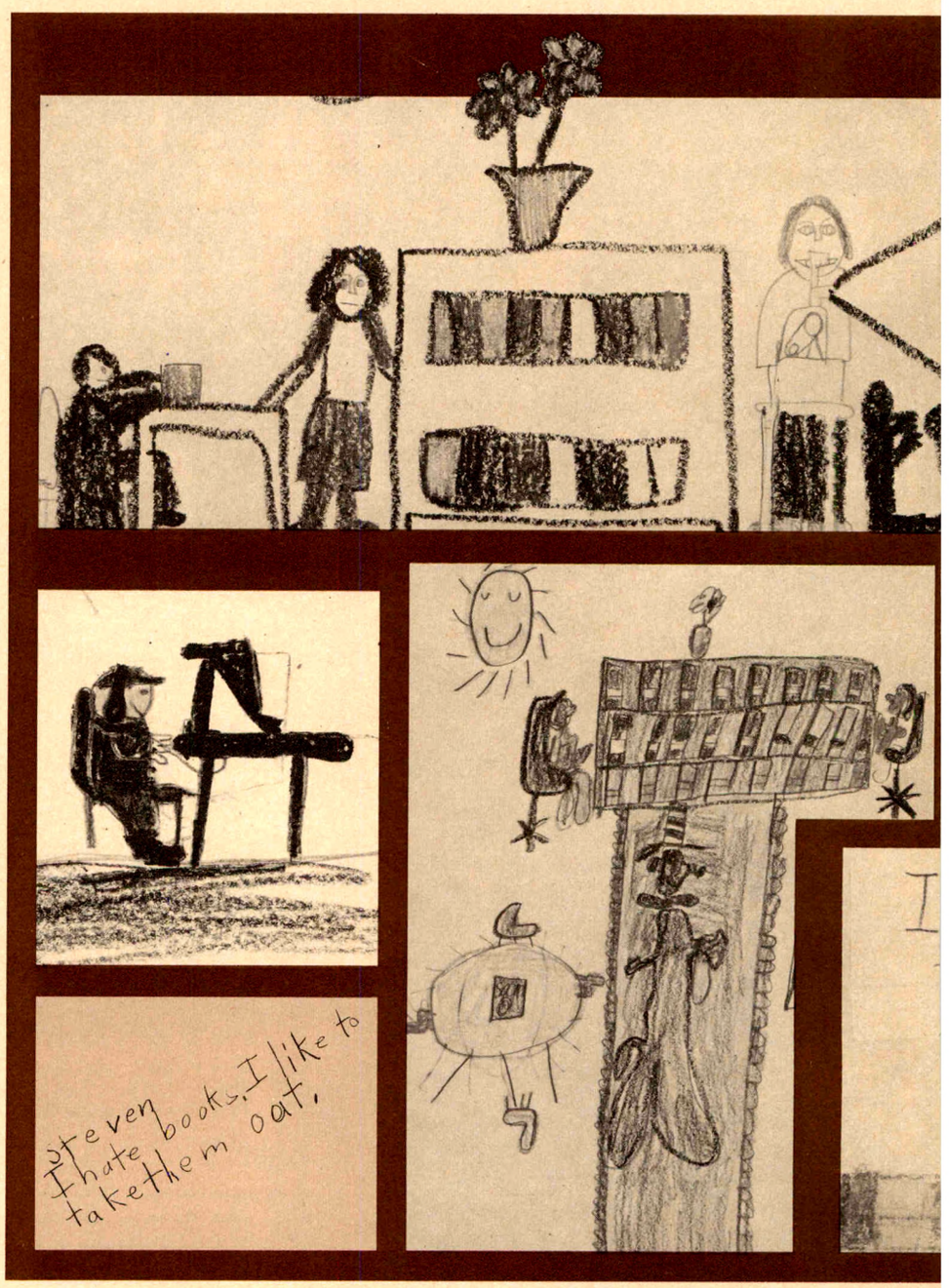
Four percent called the library a quiet place—"something you do not talk in." Two children simply labeled it, "a billding."

What does a librarian do?

Many answers would make a library



The only thing I like about the library is the librarian and the books.



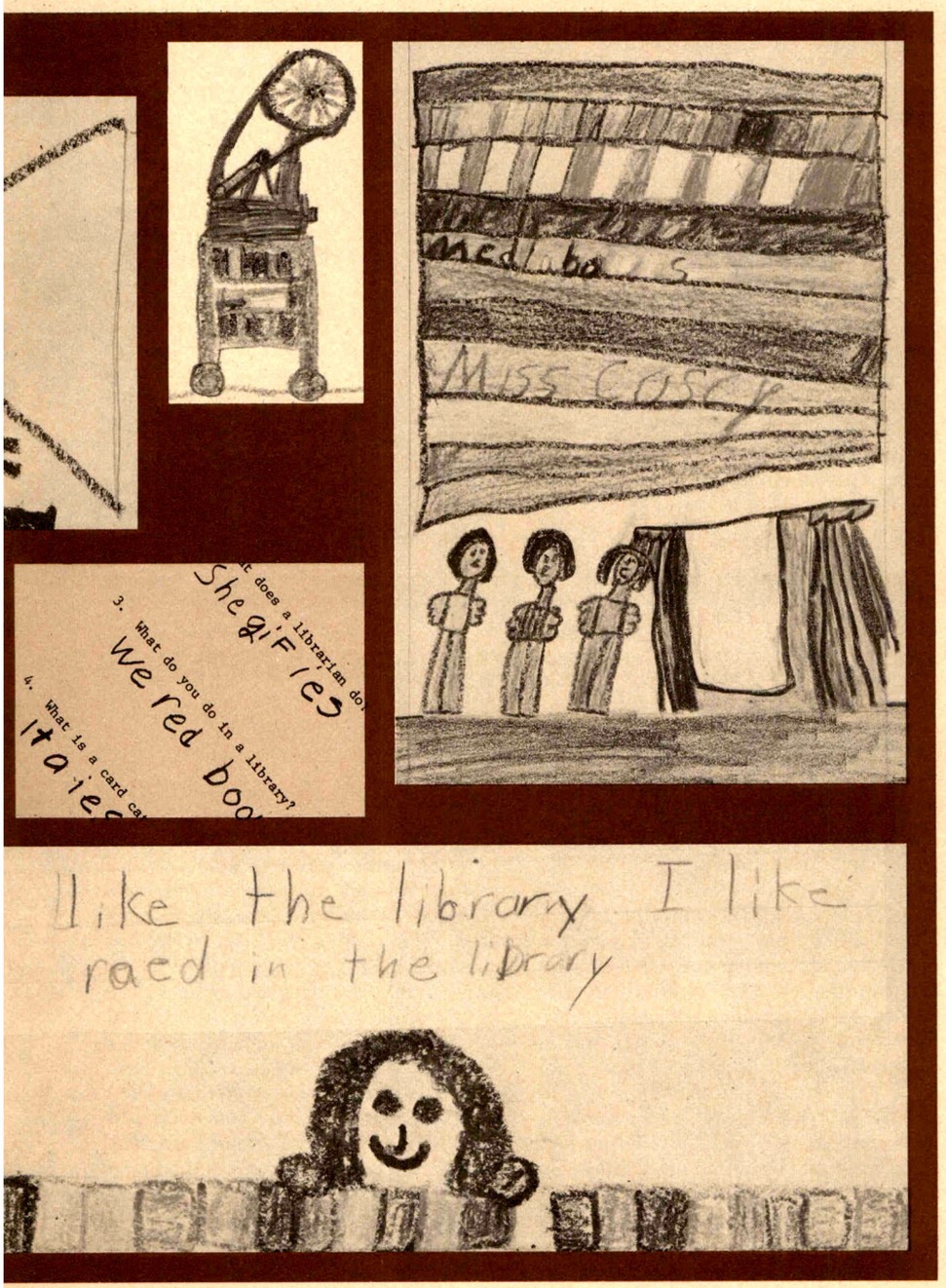
gram is good when it has lavish and expensive media. No media program is good unless it supports the instructional organization that justifies it.

Media is not the heart of the instructional program; it is better described as the blood. The classroom teacher interacting with the student is the heart. The media program must supply the student and teacher with substance for education.

A Challenge

The school perspective for the 1980s is challenging. Some taxpayers and critics assert that the schools have "blown it" for the last 20 years. But school people have vast experience in handling criticism. The real task confronting today's educators and media managers is to produce desired learning outcome. Effectiveness, not impressiveness, counts. □

and Thing that You Lak Aat



school student think twice about finishing the MLS requirements:

"He helps the lady in the library."

"It walks around the room helping you read a book."

"She tells you not to talk and to read to yourself."

"She keeps the library nice and neat."

"She is nice."

"She makes shure that know one is fighting, and she takes care of the library."

One student summed up the answer for 23% of the respondents with a special twist of sexual awareness: "She or him helps you find a book." Others said a librarian checks out books (17%), "reads to kids" (17%), and shows movies (4%).

Many children mentioned clerical tasks: collecting books, shelving, and stamping checkout cards. Only a handful mentioned instructional jobs, such as helping students read or teaching.

What do you do in a library?

"Read, then get board," answered one candid student.

Some 6 percent responded with comments such as, "Set down and listen," and "Be quiet and don't desterve other kids."

The most popular answer, "read books," appeared on 60% of the questionnaires. Other answers included "check out books" (16%), "look at movies [or films]" (12%), "find books" (11%), and "learn" (4%).

Several students mentioned listening to tapes, researching, writing, and discussing books.

What is a card catalog?

Although 39 percent of the students were unable to answer the question, many gave correct definitions. Some answered with imagination:

"It is to find out who rights the books."

"T.V."

"Some place where you keep your cards."

"A wood dresser with cars in it."

"It is a long stalk like, in alphabetical order."

"A thing that you read about people."

"A place where they file books."

"Magazine."

"A book."

"a card catalog is a sop."

"It has stores on it"

"It has meny words on it"

"something like a dictionary."

"It is something you sign to take out a book."

What do you like best about the library?

Answers ranged from "the fill strips" to "the cowches." One typical response was, "I like the books and the teacher and I like the quiet sound."

One student said the library gives her something to do when she gets home from school. Others remarked, "You can check out books free," and "you learn."

The most popular answers included books or checking out books (45%), reading (16%), movies (9%), taking books home (7%), hearing stories (3%), and the librarian (3%). Several students mentioned tapes, sculpture, and silence.

What do you like least about the library?

The most original answers were:

"like the days you can't take a book home"

"Putting my head down"

"Going from it"

"I don't like when the kids talk to much"

"I don't like to bring my books back."

"Watting for your books."

"Books that you cannot check out."

"Some uv the Book are dul."

"sitting in alphbetcaltk oder"

"work! and that's the truth!"

"You cant stay all day."

Many students answered "nothing" to the question, and others mentioned physical aspects of the library, such as old chairs, curtains, flowers, pictures, blackboards, and rugs. The most frequent responses were movies and books, each mentioned by 6% of the students.

Other answers included the math machine, tapes, the helpers, long books, easy books, working, filmstrips, games, and the librarian.

What does media mean?

Webster would have chuckled at the answers:

"a place were you do things"

"a thing that you lak aat"

"some kind of center"

Other definitions included "mean," "sort of," and "nothing."

Some children mentioned particulars such as TV (11%), books (10%), newspapers (8%), and films (4%). Machines, filmstrips, puppet shows, magazines, and recordings also received mention.

One student said "media" means "library." But another sadly summed up the answers of the majority: "I don't no i just don't no." □

In the Center: Picture Credits

585—Counter-clockwise from upper rt.: Metairie Park (La.) Country Day School (A. Plotnik); Etiénne De Boré Elem. School, New Orleans (C. Roland, courtesy Jean Richardson, librarian); Etiénne De Boré (C. Roland); Marlo Averett, Linda Elem. School, Marysville, Cal. (courtesy *Scholastic News*/ALA library art competition); Wicker Elem. School, New Orleans (A. Plotnik). **586**—Wicker School (A. Plotnik). **590**, col. 1—Sarah Laurence, Nettelhorst Elem. School, Chicago. **590–91**—Clockwise, from upper left (drawings only): John Galis, Nettelhorst Elem. School, Chicago; Anonymous, Nettelhorst; Katrina Haynes, Kozminski Elem. School, Chicago; Lisa Nunn, Nettelhorst; Chris Pickett, Nettelhorst; Neil Currie, Westmoor Elem. School, Northbrook, Ill. **592**—Christina Gunn, Westmoor Elem. **603**—Montgomery County (Md.) Public Schools. **607**—AASL.

They Can't Keep a Good Profession Down – or Can They?

by Bernard Franckowiak

School library media programs have enjoyed almost uninterrupted expansion since World War II. The classroom library became the study-hall library with a teacher-librarian, then a central library with full-time staff. This growth was accomplished first in secondary schools, then in junior high and middle schools. During the '60s and '70s, great progress was made in the development of elementary school libraries.

In the *National Inventory of Library Needs, 1975*, based on 1974 surveys, the National Commission on Libraries and Information Science indicated that 74,725 public schools serving 43.9 million pupils had central library media centers. This was 84 percent of all public schools in the nation. Some 14,000 schools had no library media centers. Fifty percent more school children had libraries in 1974 than in 1964, a notable advance even in a time of expanding educational programs and increased local and federal funding.

Now the period of expansion seems to have ended and most public service agencies are struggling to maintain present programs. Spiraling inflation and public reaction to increased taxes have spawned the well publicized taxpayer's revolt. Recent news indicates reductions in materials budgets and staff cutbacks in school libraries. Primarily where state requirements exist for library services and staff as part of a basic education, or where accrediting agencies insist on school librarians, it has sometimes been possible to hold the line and even add staff. A recent sign of erosion was the reduction in the number of school media specialists per student required for elementary school accreditation by the North Central Association of Schools and Colleges. *(Cont. on p. 601)*

Bernard Franckowiak is an associate professor in the School of Librarianship, University of Washington, Seattle, and a member of the ALA Legislation Committee. A past president of AASL, he formerly directed the Bureau of School Library Media Programs in the Wisconsin Department of Public Instruction.

Career LEADS

Library Employment And Development for Staff

Because of the many career notices and LATE JOBS received, LEADS has been modified again to provide our readers with the largest number of positions possible. CAREER LEADS will print articles as well as notices whenever space permits.

Midwinter Placement Forms Available

The District of Columbia Department of Labor will cooperate with ALA in providing a placement service at the ALA Midwinter Meeting in Washington, D.C. The center will be located in Exhibition Hall #3 of the Sheraton-Park Hotel during the following hours:

Monday, Jan. 8, Noon-4:30 p.m.
Tuesday, Jan. 9, 9 a.m.-4:30 p.m.
Wednesday, Jan. 10, 9 a.m.-4:30 p.m.
Thursday, Jan. 11, 9 a.m.-2 p.m.

Advance registration forms must be received by Dec. 29. It is also possible to register at the center. Midwinter placement forms are available from the ALA Office for Library Personnel Resources, 50 E. Huron St., Chicago, IL 60611. Telephone: (312) 944-6780. *Please indicate whether an applicant or employer form is needed.*

Individuals who are on file with the National Registry for Librarians should still complete the special Midwinter form from OLPR; the Registry files will not be transferred automatically.

Committee Solicits Plans

Staff development plans from all libraries are being solicited by ALA's Library Administration Division, Personnel Administration Section/Staff Development Committee. The plans will be placed on file at ALA Headquarters and made available to libraries trying to develop their own programs. LAD PAS/SDC asks all librarians' assistance and support. Plans should be sent to Joel Lee, ALA Headquarters Library, 50 E. Huron St., Chicago, IL 60611.

LATE JOB NOTICES

For December issue, call (312) 944-6780 x326 AFTER November 10. Listings taken by phone as space permits. 10 lines maximum (approx. 100 characters and spaces per line), $10/line. ALA institutional members 10% off.

BUSINESS LIBRARIAN. Encumbant will be expected to plan and develop new approaches to information services, including the application of audiovisual and computer-based instructional systems. Position has primary administrative responsibilities for collection development and maintenance, circulation, reference and data base service, and coordination of library activities with faculty and students. Staff: 2 librarians, 4 supervisors, 7 supporting staff, and some 35 part-time student assistants. In addition to ALA-accredited MLS, the position requires a minimum of 3 yrs.' demonstrated successful administrative experience, preferably in public services; a comprehensive knowledge of business literature and information retrieval services; and a commitment to public service objectives. Ability to work effectively with faculty and students essential. Preference given to applicants with a graduate degree in relevant subject area. Minimum salary $17,500. Send resume by Nov. 30: Box 35, Butler Library, Columbia University, 535 W. 114 St., New York, NY 10027. Equal-opportunity employer.

LIBRARY DIRECTOR, city of Englewood (Colo.) library serving community of 36,000 adjoining Denver. Reports to the city manager and works with Advisory Library Board. Responsibilities include administration of the Englewood Library and related services, including bookmobile and neighborhood IMC's. Library staff of 15½ FTE, including 5 professionals. Book collection of 100,000 in recently remodeled library. 1978 budget $330,000. Requires ALA-accredited MLS or equivalent combination of education and experience (minimum 5 yrs.' responsible experience in library administration including budget preparation and personnel supervision). Municipal library knowledge and experience preferred. Salary range $21,000-$24,300 + excellent benefits including 3 weeks vacation and paid medical, dental, and life insurance. Apply by Nov. 30: Employee Relations Department, 3400 S. Elati, Englewood, CO 80110. Position to be filled by mid-January. An equal-opportunity employer.

REFERENCE LIBRARIAN. Entry-level position for ALA-accredited MLS. Fast growing area, good location, growing library. Librarian I position, $12,276-$13,524, good fringes. Send resume: Dennis Bruce, Director, Spartanburg County Public Library, POB 2409, Spartanburg, SC 29304.

LATE JOB NOTICES CONTINUED ON PAGE 594.

LATE JOB NOTICES CONTINUED FROM PAGE 593.

SCIENCE REFERENCE LIBRARIAN. Provides reference services, both manual and automated, to faculty, students, and researchers; collection development responsibilities; coordinates functions of science departmental libraries. Requirements: MLS, major in biological or physical sciences, acquaintanceship with science literature and latest library technologies, reading knowledge of modern foreign languages, 2 yrs.' experience in a reference department, science librarianship background desirable. Night and weekend rotation required; 12-month appointment; $12,000 minimum; full range of benefits. Available immediately. Apply by Nov. 20: Renata Rotkowicz, Assistant University Librarian, Washington University Libraries, St. Louis, MO 63130. Affirmative-action, equal-opportunity employer.

HEALTH SCIENCES LIBRARIAN. Senior administrative position responsible for providing library service at the Columbia University-Presbyterian Medical Center. Encumbant will be expected to continue to develop innovative services and programs, as well as insure the effective continuation of current activities in conjunction with major university library components and regional and national networks. Staff of 44, 11 of whom are librarians. Collection: 345,000 volumes and 3,000 current journals. The library incorporates a major audiovisual production and utilization facility. ALA-accredited MLS; at least 5 yrs.' substantial experience in large health sciences and/or biomedical library, including responsibility for major public services area. Evidence of imagination, leadership, and administrative ability sought in all cases. Ability to work effectively with faculty and students in complex environment essential. Minimum salary $25,000. Apply by Nov. 30: Box 35, Butler Library, Columbia University, 535 W. 114 St., New York, NY 10027. An equal-opportunity employer.

HEAD OF EXTENSION SERVICES. Supervises small temporary branch (2 employees, $4,800 book budget), performs reference service, responsible for library's outreach activities. Outreach duties include programming, YA services, service to shut-ins, library PR. Requires MLS, energy, and enthusiasm. Supervisory experience helpful. Salary $12,000-$16,000 depending on experience and qualifications; 4 weeks vacation, state retirement program. Send resume, references, and cover letter: John M. Adams, Director, Moline Public Library, 504 17th St., Moline, IL 61265. An equal-opportunity employer.

HEAD, REFERENCE SERVICES (ASSOCIATE LIBRARIAN). Responsible for supervision of centralized reference service, including online searches; coordinates library instructional programs and reference collection development. Supervises 7 full-time professionals, 3 support staff, and student assistants; recommends and implements reference policy and procedures; with library administration, plans and develops service programs. Requires MLS, minimum 7-8 yrs.' increasingly responsible professional experience; subject MA preferred; leadership and management ability important. 12-month salary range $18,180-$21,900. Letter of application on or before Nov. 30. Resume, graduate/undergraduate transcripts; and names of 3 work references required. Apply: Office of the Library Director, J. Paul Leonard Library, San Francisco State University, 1630 Holloway Ave., San Francisco, CA 94132. An affirmative-action, equal-opportunity employer.

ASSOCIATE LIBRARY DIRECTOR (LAW), GS-15 with Department of Justice, Main Library. MLS or 2 academic yrs. graduate study in library science and 1 yr's. professional experience in librarianship; or doctorate degree or 3 academic yrs.' graduate education in library science; or a BA or 4 academic yrs.' undergraduate education in library science and 6 yrs.' professional experience in librarianship; or any combination of the above. Quality factor is possession of law degree, legal experience, a master's degree in public administration or management, or a doctorate degree in library science is desirable. Starting salary $38,000. Applicants must submit an accurate SF 171 form (available from Civil Service Commission or post office), supervisory appraisal within the last 12 months no later than Nov. 17: Department of Justice, Personnel Section, Room 1264, 10th and Pennsylvania Ave., N.W., Washington, DC 20530. Refer to Position Reference #78-35C.

ART, MUSIC, RECREATION HEAD. Immediate opening to head main library department. Must have genuine interest in fine art, working with community organizations. ALA-accredited MLS, at least 5 yrs.' professional work including supervisory experience and BA in one of the department areas. Salary scale $14,100-$18,000. Qualified applicants send complete credentials: Mildred O'Connor, Personnel Officer, Memphis Public Library and Information Center, 1850 Peabody, Memphis, TN 38104. An equal-opportunity employer.

LIBRARIAN. Growing residential suburb 8 miles south of Hartford; council-manager government. Library addition under construction; 2 full-time, 4 part-time staff. Current salary range $12,500-$16,000. May start above minimum based on qualifications. Full responsibility for library operation. Must be good administrator; work with 6-member library board. Liberal fringe benefits. Degree in library science and experience in professional library work. Graduate degree in library science preferred. Submit complete resume by 4:30 p.m., Nov. 17: c/o Town Manager's Office, 699 Old Main St., Rocky Hill, CT 06067. Equal-opportunity, affirmative-action employer.

MANAGER, MAIN LIBRARY. Administrative position involving responsibility for planning and supervising the operation and services of an urban main library with subject departments and a tradition of research oriented service. MLS and 7 yrs.' relevant professional and administrative work experience required. Experience with automated systems desirable. Salary range $19,981-$25,326. Retirement, hospitalization, vacation, sick leave benefits. Send resume: Joan Collett, Director, St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103. An equal-opportunity employer.

PERSONNEL DIRECTOR. Administrative position involving responsibility for planning, organizing, directing, and coordinating personnel activities of urban library with over 300 employees. Formulates operating policy, procedures, and personnel policies; recruits, interviews, hires; administers salary schedule and records. College degree required, preferably in personnel administration. MLS or considerable library supervisory experience highly desirable, or any equivalent combination of experience and education of the above. Salary range $17,708-$22,239. Retirement, hospitalization, vacation, sick leave benefits. Send resume: Joan Collett, Director, St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103. An equal-opportunity employer.

LATE JOB NOTICES CONTINUED ON PAGE 595.

LATE JOBS CONTINUED FROM PAGE 594.

LIBRARIAN. Central Michigan University is seeking a librarian to serve students in external degree program in metropolitan Detroit and the state of Michigan through the Institute of Personal and Career Development. The librarian will maintain a reference and referral service at the IPCD Center in Troy, Mich. Position involves bibliographic instruction, promotion of the use of library resources, and developing resource-sharing arrangements. ALA-accredited MLS, 1 yr's. professional experience, and willingness to travel required. Other desirable qualifications: outreach or extension experience and familiarity with business reference sources. Salary $12,375-$17,325, starting salary normally not to exceed $14,850; excellent fringe benefits. Send resume and 2 references by Nov. 30: Personnel and Staff Relations, 109 Rowe Hall, Central Michigan University, Mt. Pleasant, MI 48859. Central Michigan University is a non-discriminatory educational institution and employer.

CAREER OPPORTUNITIES

Guidelines

The American Library Association requires a salary range for all "Positions Open." "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 consecutive issues.

Positions Open or Educational Notices (Please state format desired):

Line-by-line: $2.50/line. ALA institutional members receive 50% off ($1.25/line).
Display: Boxes, larger type, prominent format. $25/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago IL 60611.

Back-page classifieds: For services, sales, merchandise, personals, general announcements. See back page of magazine for details. $4/line.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices

As space permits, late jobs are taken after the general copy deadline has passed. **By phone only, after 10th of the month.** $10/line. ALA-institutional members 10% off. See complete instructions in section.

Address

Place all notices with Connie Pacholski, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

If your institution or organization would like its jobline listed free, send formal authorization to *American Libraries*, LEADS.

ARIZONA Job Hotline: (602) 278-1327. To list a position write: POB 3516, Phoenix, AZ 85030.

BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., Canada V6R 4G6.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Sacramento, CA 95814 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

COLORADO State Library Jobline: (303) 839-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 839-2174. **COLORADO LIBRARIES ONLY.**

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, Supreme Court Building, Tallahassee, FL 32303 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 9 am–2 pm.

METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Mary Jones, Library Planning Office, Council of Governments, 1225 Connecticut Ave., NW, Washington, DC 20036 or phone (202) 223-6800 x344.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Iowa Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LISTINGS ONLY.**

NEW JERSEY Library Association: (609) 695-2121. To list a position phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 687-1352. To list a position: write NYLA, 60 E. 42 St., Suite 1242, New York, NY 10017, or phone (212) 687-6625.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position call: (919) 733-2570.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a position (members and non-members): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelope to Marcia Hershoff, Greenbrier Rd., Greenville, RI 02828. To list a position contact Candace Civiak, Systems Office, Providence Public Library, 150 Empire St., Providence, RI 02903. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a position: write Paul Morton, Ralph M. Parsons Co., 100 W. Walnut St., Pasadena, CA 91124 or phone (213) 440-4044.

UNIVERSITY OF SOUTH CAROLINA College of Librarianship Jobline: (803) 777-8443. To list a position write: Admissions and Placement Coordinator, College of Librarianship, University of South Carolina, Columbia, SC 29208.

VIRGINIA Library Jobline: (804) 355-0384. To list a position write the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

POSITIONS WANTED

AUDIOVISUAL LIBRARIAN, Ed.S. in instructional technology. MLS. Seeks position in Baltimore-Washington area. 1 yr's. experience, including OCLC print and nonprint cataloging. Also PLATO experience. Variety of AV production skills, including video, film, graphics. **Box B-750-W.**

PH.D. (HUMANITIES), MLS, MA, BS. 3+ yrs.' experience in 2 major university libraries, including conventional and computerized reference services, etc. Looking for public services position with administrative responsibilities. Available immediately. Salary requirement: above average. R. Hock, B3 Windermere Court Apts., Wayne, PA 19087, (215) 293-1390.

ASSISTANT DIRECTOR/DIRECTOR POSITION WANTED. Experienced MLS with strong background in administration, supervision, PR, community programs, and budgeting seeks challenging library position in an active and progressive public library in the East. Available immediately, will relocate, salary negotiable. Contact: A. M. Kleiman, 1775 East 13 St., Brooklyn, NY 11229.

MLS, MA history seeks challenging entry-level position public services/reference/library orientation/archives. Academic, special library. Resume: T. A. Ceravolo, Belvedere Hotel #614, 29 S. State St., Salt Lake City, UT 84111.

MLS, SOCIAL SCIENCES LIBRARIAN: experience government documents, law catalog, industrial reference; translations skills Romance languages; flair for written expression; seeks professional position administrative, reader, or technical services; federal, special, research library; resume on request. **Box 754-W.**

LIBRARIAN seeks reference or any position in academic or public library. Has master's, AB in Spanish and 7 yrs.' experience. Available immediately. Resume sent upon request: C. Thummel, 2856 Monticello Dr., Winston-Salem, NC 27106. (919) 722-0604.

MEDIA SPECIALIST-LIBRARIAN. Administrative/supervisory/managerial experience. Audiovisual cataloger. Media center, school library, public library experience. Doctoral student educational administration. Writing ability. Opportunity to pursue interest in Afro-American bibliography wanted. Relocate West, Northwest by Aug.-Sept. 1979. **Box B-753-W.**

ALA-MLS (UNIVERSITY OF PITTSBURGH). Strong background in literature, languages, data processing. Spanish, Italian, Latin. Willing to relocate. Resume: D. Fitzsimmons, 59 Pheasant Dr., Bayville, NJ 08721. (201) 269-3874.

MLS, SYRACUSE '78, seeks user services position, public or academic library. Preprofessional experience: online searches, creating bibliographies and resource guides, govt. documents, AV technology, music, newspapers and serials processing, microforms, library and employee supervision. Knowledge of automation; also French and Hebrew. Resume: J. Hecht, 1446 Hanshaw Rd., Ithaca, NY 14850.

AUDIOVISUAL LIBRARIAN, MLS University of Illinois. 5 yrs.' professional experience in large midwestern university film library including nonprint acquisition, cataloging, circulation, reference, nationwide film distribution, public outreach, planning film programs. Seeks management position in film division of academic or public library or motion picture industry. Reply **Box B-752-W.**

MLS UNIVERSITY OF WISCONSIN/MILWAUKEE '78. MST, BME music education and history. Seeking entry-level position in either reference or technical services. 8 yrs.' teaching experience. Preprofessional experience in academic and special museum library. OCLC search experience. Will relocate. Resume: A. Wolter, 2910 E. Bolivar Ave., St. Francis, WI 53207.

LIBRARIAN SEEKING CHALLENGING CAREER IN LIBRARY. ALA-accredited 1974 MLS, University of Southern California. BA in politics. Undergraduate emphasis in business and law. 4 yrs.' public library experience. Will relocate. G. Billard, 2465 Easy Ave., Long Beach, CA 90810, (213) 426-8436 or (714) 439-6562.

RARE BOOK LIBRARIAN. Former J. K. Lilly Fellow, 10 yrs.' rare book and special collections experience, MLS + advanced health sciences degree. Fluent German, knowledge of French and Latin. Extensive managerial experience outside library field. Seeks position in situation where acquisitions budget sufficient for meaningful program. Salary negotiable. E. P. Rich, 720 Ontario St., Oak Park, IL 60302.

ALA-MLS with experience in administration of both technical and public services of school, college, special, and university libraries. Still have the young cub's enthusiasm but also the tooth marks of experience. Several advanced degrees accompany a published author. Money welcomed; challenge contagious. Box 402, Lemont, PA 16851.

HIRE ME! Innovative; enthusiastic; self-motivating; MSL; art teaching experience; exhibition and gallery background; established small art research library; highly recommended! Prefer art or general reference position, but will consider any professional entry-level job. Gladly relocate. Placement materials: S. Bailey, 11861 Heights-Ravenna Rd., Ravenna, MI 49451.

EDUCATIONAL OPPORTUNITIES

The University of Chicago Graduate Library School will offer scholarships and fellowships for the academic year 1979–80, for study leading to the MA degree, to the PhD degree, or to the Certificate of Advanced Study. Work/study appointments and federally insured loans are also available. **Apply before Feb. 1, 1979:** Dean, **Graduate Library School, JRL S-102, The University of Chicago, 1100 E. 57th St., Chicago, IL 60637.** Applicants are considered without regard to race, color, religion, sex, national or ethnic origin, or handicap.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant director (position advertised recently as division head). In conformity with new systemwide personnel standards effective Sept. 1, 1978, to serve as technical advisor to director on all aspects of computer application to libraries, to initiate and prepare grant proposals, and to manage circulation services division. Requires MLS and minimum 5 yrs.' professional library administrative experience, preferably in academic setting. Managerial abilities and knowledge of computer applications to library important. Salary range $20,904–$25,212. **Applications must be postmarked no later than Nov. 30.** Send resume, transcripts, and names of 3 work references: Circulation Services Search Committee, Office of the Library Director, **San Francisco State University, 1630 Holloway Ave., San Francisco, CA 94132.** Equal-opportunity, affirmative-action employer.

Associate director. University of Wisconsin-Madison is seeking applicants for an associate director of libraries for public services. Reports to director of libraries and serves as acting director in absence of director of libraries. Responsible for planning and administration of departments of circulation, rare books, documents, microforms, interlibrary loan, graphics, periodicals, and reference plus copy center, information desk, graduate reading room, and Greek-Latin reading room. These units have a total staff of 66 including 14 academic and 52 civil service positions. Also supervises maintenance and security of UW Memorial Library building. Applicants required to have ALA-accredited MLS and significant experience in a research or academic library and have demonstrated competence in management. Salary minimum of $30,000 depending on experience and qualifications, professorial rank. Benefits include sick leave, group health and life insurance, state retirement. Letter of application presenting evidence of administrative experience in an academic or research library, planning and leadership skills, and notable professional achievement; resume and names of 3 references **by Dec. 8:** Personnel Officer, **360 Memorial Library, University of Wisconsin-Madison, 728 State St., Madison, WI 53706.** An equal-opportunity, affirmative-action employer.

Associate reference librarian. Available Nov. 1, 1978. Library serves colleges of medicine, nursing, pharmacy, and health-related professions. Under direction of reference librarian: performs literature searches, both manual and computerized; acts as back-up for assistants at information desk; participates in library instruction program; special responsibility for management of information desk and maintenance of the reference collection. Requires ALA-accredited MLS; background in basic or health sciences desirable; training in use of computerized bibliographic retrieval systems very desirable. Faculty appointment on 12-month contract; 22 days vacation, TIAA/CREF. Minimum salary $11,000. **Deadline for applications Nov. 30.** Send resume: Sally G. Kasalko, Reference Librarian, **Library for the Medical and Health Related Sciences, University of Arkansas for Medical Sciences, 4301 W. Markham, Little Rock, AR 72201.** Equal-opportunity, affirmative-action employer.

Business librarian. Will serve as subject liaison with departments of the College of Business Administration. Additional responsibilities include general reference assistance, online computer searching, and library instruction. Educational requirements: ALA-accredited MLS and master's degree in any business area preferred. Experience: 2 yrs.' reference experience desirable. Salary $12,500 minimum. Benefits: faculty rank and status, state retirement participation, insurance coverage, and other fringes. **Applications should be received by Jan. 15, 1979.** Send resume and references: Chairperson, Business Librarian Search Committee, **Bowling Green State University Libraries, Bowling Green, OH 43403. Preliminary interviews available at ALA Midwinter, Jan. 1979.** An equal-opportunity, affirmative-action employer.

Catalog librarian, catalog information. Responsible for service at catalog information desk and part-time original cataloging. Experience with LC cataloging, OCLC system desirable. Ability to interpret catalog to students essential. Background in science and/or reading knowledge of German/Russian preferred. Ability to supervise paraprofessional and clerical staff. Accredited MLS required. Salary $13,800+ depending on qualifications. **Deadline for applications Nov. 15.** Send resumes: Bryant H. Jackson, Associate Director, **Illinois State University, Normal, IL 61761.** An equal-opportunity employer.

Cataloger and special projects librarian. Beginning position for recent MLS graduate with either OCLC, library experience, or appropriate courses. Desire person with knowledge in areas of language, literature, and psychology to catalog for 400,000+ Dewey collection. Must have capability to train and supervise student employees and interest in participating in implementation of library-wide special projects. Available immediately. Salary $10,800–$11,400. **Send resume and names of professional references by Nov. 15:** Dr. Caroline Coughlin, Assistant Director, **Drew University Library, Madison, NJ 07940.**

Cataloger. Original cataloging with emphasis on history, political science, philosophy, religion, psychology, law, and library science. Disciplines may be reassigned as required by library workload. LC classification and LC subject headings used. Qualifications: ALA-accredited MLS. Some original cataloging experience required. Some experience with LC classification. One modern European language: German, French, or Spanish required. Broad liberal arts background desirable. OCLC and ISBD-M cataloging experience desirable. Knowledge of Greek or Latin desirable. Candidate should have good work habits and be well organized. A cooperative spirit is essential. Instructor rank with full faculty status. Salary $12,500 for 12 months, 20 days annual leave + 10 paid holidays. Excellent fringes including retirement program paid in full by university. A 2-yr. temporary appointment which may be renewed. **Send letter of application, resume, and academic credentials by Dec. 1:** Carl H. Sachtleben, Director of Libraries, **Western Michigan University, Kalamazoo, MI 49008.** An equal-opportunity, affirmative-action employer.

Cataloger. University of California, Riverside, is recruiting a cataloger for original cataloging of monographic materials in modern European literatures and languages. Exciting opportunity for participation in policy making, professional development, and implementation of automated cataloging and patron access systems. Undergraduate major in at least 1 major European literature; reading ability in 2 major languages required; 3 or more yrs.' academic cataloging experience preferred. Appointment as assistant or associate librarian; initial appointment range $12,924–$16,584. Position open Dec. 15. Send resume and list of 3 professional references: Rikki Robison, Library Personnel Office, **University of California, Riverside, POB 5900, Riverside, CA 92507.** The university is an equal-opportunity, affirmative-action employer.

Circulation department head. Responsible for administration of circulation department including planning, modifying, and improving the functions of circulation, reserve book, and interlibrary loan services. Interacts with systems librarian, data processing center, and community libraries on developing automated system. Supervises staff of 16 including 1 professional and 1 assistant head who is in charge of ongoing operations. Serves on administrative advisory board. Library services an academic community of 20,000 students. Required: ALA-accredited MLS and 3 yrs.' library administrative experience. Automation experience preferred. Circulation and/or technical services administration and additional advanced degree desirable. Faculty status requires scholarship/research, professional and university service in addition to position assignments. Salary $15,000–$17,000 for 12 months. Available July 1, 1979. Send resume and 3 letters of reference: George B. Miller, Jr., Search Committee Chair, **Zimmerman 124A, University of New Mexico, Albuquerque, NM 87131.** An equal-opportunity, affirmative-action employer. **Apply by Jan. 2, 1979.**

Communications/information retrieval reference librarian. Responsible to the head of reference/documents, main library. Provides

A guide for teachers and librarians to three new offerings in the series:

Once upon a Classic

The Secret Garden

Beginning Saturday December 9 1978 8PM ET

John Halifax, Gentleman

Beginning Saturday February 3 1979 8PM ET

Pinocchio

Beginning Saturday April 21 1979 8 PM ET

Presented on PBS by WQED/Pittsburgh
Check your local listing for the daytime and evening broadcasts in your area.

Prepared by Prime Time School Television

The Once Upon A Classic public television series and these materials are made possible by McDonald's Local Restaurants Association.

Seven episodes
Beginning
December 9 1978
8PM ET on PBS

Once upon a Classic

The award-winning series ONCE UPON A CLASSIC is presenting another season of outstanding family programs based on popular literary works. Each of the offerings reflects the richness of plot, characterization, and historical background of the original work, providing educators with a resource for further discussion, reading and long-term projects. Designed for use in classrooms, public libraries and school media centers, these study materials provide a synopsis of each production, suggested activities and discussion themes. The approach to each post-viewing session may vary from discussion, to a research or writing activity, to a reenactment of a scene or the creation of a poster. Although each of the stories has broad general appeal, educators may find the following grade level guidelines of assistance: THE SECRET GARDEN, elementary and middle school students; JOHN HALIFAX, GENTLEMAN, junior and senior high school social studies and language arts students; and PINOCCHIO, elementary school students. Posters of programs in this series may be obtained by contacting your local McDonald's STAR™ (Store Activities Representative) or PBS Station.

The Secret Garden

THE SECRET GARDEN, based on the novel by Frances Hodgson Burnett, is about magic and rejuvenation, about the simple, wholesome power inherent in nature and children. It is the magic of a rose garden coming to life after years of neglect. As they nurse the secret garden to life, the gardeners, Mary Lennox and Colin Craven, a thin, pale girl and a bedridden boy, experience a miraculous renascence themselves.

Synopsis

Mary is introduced as a spoiled and ill-kempt child. When both of her parents die suddenly during a cholera epidemic in India, Mary is sent to live with her only relative, Archibald Craven, at Misselthwaite Manor, Yorkshire, England. Before she leaves, a boy in India recites a rhyme that aptly decribes her. "Mistress Mary, quite *contrary,* How does your garden grow? With silver bells, and cockle shells, And marigolds all in a row."

When they first meet, Mrs. Medlock, the housekeeper at Misselthwaite, thinks Mary is like an old woman. She moves listlessly through Misselthwaite, having no desire to so much as go outdoors. But when she finds her way into the secret garden, neglected and locked for years, Mary becomes a different person. Life outdoors and the beauty of the garden and the moor soon change Mary from a pasty-faced child to a cheerful, rosy girl.

Although she seems to have an inborn knack for gardening, Mary meets a Yorkshire boy named Dickon who shows her just how enchanting nature can really be. There is an elfin air about Dickon. He seems to live on the wild moor. He knows the habits and haunts of all the wild animals and is a storehouse of knowledge about any flower or plant. Dickon teaches Mary how to revel in all of nature's various forms. In turn, she shares with him her secret garden.

But there is another secret at Misselthwaite. Several times, during her first weeks at the manor, Mary thinks she hears the faint sound of someone crying. One night, overcome with curiosity, she follows the sounds. She discovers a pale boy crying in a distant wing of the house. He is Colin Craven, heir to the manor.

It is Colin, even more than Mary, who needs friendship and magic. Convinced since birth that he would be a hunchback doomed to an early death, Colin had remained bedridden most of his life. He was too bitter and self-indulgent to try to walk or even associate with anyone other than his nurse.

To be fair, part of the blame for his behavior can be attributed to his father. Mr. Craven is a bitter man. He is physically handicapped by a crooked back that is loathesome to him. When doctors hinted that Colin might grow up to have a hunchback also, Mr. Craven found it difficult to be around his son.

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Additionally, Colin bears an uncanny resemblance to his dead mother, and that only serves to increase Mr. Craven's uneasiness with the boy.

There is another magic in THE SECRET GARDEN aside from physical rejuvenation. Colin and Mary learn, for the first time, that they also possess a portion of the magic and beauty of the garden. They learn that they can cultivate the magic within themselves by friendship and a brighter approach to the world.

Neither Mary nor Colin had ever had any friends before they met each other. They are both spoiled children who were raised by servants and are accustomed to riding roughshod over anyone in their way. Equally spoiled, they are also equally matched in tantrum throwing and petulant screaming. They soon learn how their behavior must have frightened and disgusted others, and begin to change. As they learn the delights of friendship, they help each other grow.

Mary and Colin discover several alarming things. First, each finds out that he, or she, can be liked by someone else and, therefore, must have some good virtues. Once they gain self-confidence, they discover the powerful magic of believing in another person. When Colin tries to get out of his wheelchair and stand for the first time, Mary repeats a chant to herself, "You can do it, you can do it," as if she were telepathically supporting him. And her belief does lend him strength.

Mr. Craven is traveling during the period of Colin's recuperation. The children keep his recovery a secret from the household as a surprise for Mr. Craven when he returns. Every day, Dickon and Mary cart Colin out to the secret garden in a wheelchair. Inside the walls of the garden, the magic begins to work. Colin gets out of his chair and takes his first steps alone. Over the weeks he begins to run and play as easily as Mary and Dickon. At the end of each day, he gets back in his chair and the children wheel him, straight-faced, back to his room.

Mr. Craven finally returns to Misselthwaite, remorseful at his treatment of his son. He is amazed and delighted to see a tall, straight boy run into his arms and identify himself as Colin Craven. As Colin, Mary and Dickon lead him into the secret garden, and tell of the magical events that have been occurring, it seems, to the dazed Mr. Craven, that he is conversing with three merry wood sprites.

Activities

1. Discuss the "magic" in THE SECRET GARDEN. What is the difference between magic in this story and wizardry or magic tricks? Many students might enjoy reading T.H. White's *The Sword in the Stone* and comparing Merlin's magic with the magic in THE SECRET GARDEN.

2. Write a short story about a "magical moment" in your own life.

3. The secret garden is very important to both Colin and Mary. Discuss the importance of children, and adults, having something all their own.

4. Discuss the value of "positive thinking," and believing in oneself. John Gillespie's *Juniorplots* and *More Juniorplots* (New York: Bowker, 1967, 1977) summarize many books with similar themes which students should find of interest.

5. Dickon has a very close relationship with animals. Students may write or tell the class about their experience with pets and animals. Help students locate other stories about children and their relationships with animals.

6. Mary's and Colin's behavior changes radically once they become friends. Consider the world of "outsiders." What would it be like to have no friends or very few? A good book about another boy who doesn't "fit in" is: *The Planet of Junior Brown* by Virginia Hamilton (New York: Dell, 1971).

7. Consider the effect of nature on the individual. How does it affect the lives of the characters in THE SECRET GARDEN? How does it affect students? The films listed under Resources explore similar themes.

8. Grow gardens in an empty part of the schoolyard, or windowbox gardens in classrooms or media centers. Discuss the basic concepts of plant biology, for example photosynthesis and germination.

9. Visit a local conservatory or nursery. Learn about the plants and flowers that grow in the locality of the school or library.

10. Learn about the ecology of various locations, for example, the moor in THE SECRET GARDEN, deserts, marshlands, etc. What environmental factors make each different?

11. Study poetry about nature. Find poems that are similar to the pervasive attitude toward nature in THE SECRET GARDEN. Some reference books are: POETRY OF THE EARTH by Adrian Adams (New York: Scribner and Sons, 1972) and THE WIND AND THE RAIN by Richard Lewis (New York: Simon and Schuster, 1968).

12. Select examples of pastoral music for in-class or library listening. As they listen to the music, ask students to write down a description of the sounds of nature they hear in the music.

Resources

My Side of the Mountain (Films, Inc., 1144 Wilmette Avenue, Wilmette, IL 60091)

Ishi in Two Worlds (McGraw Hill Films, 1221 Avenue of the Americas, New York, New York, 10020)

Henry David Thoreau: The Captain of a Huckleberry Party; Theodore Roosevelt: He Who Planted Will Preserve; John Muir: Earth, Planet, Universe; John Burroughs: How Far Are We Away From Home (Public Television Film Library, 475 L'Enfant Plaza, S.W., Washington, D.C. 20024)

Ten episodes
Beginning
February 3 1979
8PM ET on PBS

Once upon a Classic

John Halifax, Gentleman

JOHN HALIFAX, GENTLEMAN is a Horatio Alger story set in England at the close of the eighteenth century. It is a story, entwined with history, in which the social and political events of the day have a radical effect on the lives of the characters.

The French Revolution heralded the end of the imperious reign of the blue-blooded aristocrats. While class consciousness was certainly pervasive, the exit of the aristocrats was further hastened by the industrial revolution. For the first time, common born tradesmen, with ingenuity and foresight, could find themselves on an equal in power and prestige with the landed gentry. The meaning of the term "gentleman" began to refer to a code of behavior rather than to the blue-bloodedness of one's parentage.

The changes in England allowed a few men to rise to unprecedented heights, but a restless class of unemployed workers was also created. Mobile and willing to take up any trade, they traveled around the country searching for employment. These rootless men were flagrantly out of place in a sedentary English society where communities could trace their members and history back to medieval times.

Synopsis

John Halifax first appears as a homeless boy eager for any work in order to eat. He is the archetype of the resourceful, streetwise youth. Though just in his midteens, he has already traveled hundreds of miles by himself and is a veteran employee of the apple orchards and seasonal harvests. He describes himself as "a person of independent property which consists of my head and my two hands, out of which I hope to realize a larger capital some day."

He is given work in the tanning factory of Abel Fletcher. Fletcher is a devout Quaker who demands exemplary behavior of John in addition to hard work. John quickly becomes fast friends with Phineas Fletcher, Abel's only son. Their friendship troubles Abel because John is of the servant class. Nevertheless, when the two boys are together, John invariably takes the lead. Phineas is an anemic youth, and, although Abel is openly suspicious of John's influence on Phineas, it is apparent that he wishes his own son were as strong and adept at business. Gradually John earns Abel's confidence. An incident occurs one night that cements their relationship and reveals a genuine nobility in John's character.

In addition to his tannery, Abel Fletcher owns a flour mill. He is one of the very few men fortunate enough not only to own property but to own a source of food, as well. His good fortune is dramatized by the wide-spread conditions of poverty and starvation apparent throughout England. Abel withholds his grain stores from the market in order to make a larger profit at famine prices. Inspired, perhaps, by the French Revolution, an enraged mob marches on the mill intent on looting and burning. They are stopped by John Halifax. Feeling a close empathy with the legion of unemployed and starving, John is able to speak to the crowd with sympathy and pity born from his own recent poverty. Yet, when the mob calls for him to join their ranks, he shames them for threatening Fletcher with violence. Although he agrees with the mob in principle, he deplores their ignoble scare tactics. His loyalty and simple honesty shame both sides into moderation. That night John Halifax becomes an apprentice to Abel Fletcher.

Although John soon becomes a partner in the Fletcher tannery, it is painfully evident that many of the "born gentry" still regard him with contempt. John courts, and marries, Ursula March, a woman above him in social rank. In the process, he earns the lifelong enmity of her guardian Squire Richard Brithwood. Brithwood resents their marriage because it elevates John to an equal status with him as a free man.

Brithwood and Halifax clash repeatedly during their lives. During a public meeting, John exposes a political puppet of Brithwood's to be corrupt and immoral, and he sways a block of voters to back his own nominee. In retaliation, Brithwood, and other landowners, raise their rent in an effort to force uncooperative tenant farmers into bankruptcy. John Halifax pays their rents for them and they become his tenants. Thus, he becomes a landed gentleman, in the true sense of the word.

The rise of the Halifax fortune is swift. He has the foresight to convert a flour mill from manual to steam power. While past attempts at industrialization had antagonized laborers fearing for their jobs, John is able to win the confidence of his workers.

His frequent stands for the abolition of slavery, worker's rights, and Catholic emancipation, convince them that he is not an exploitive elitist.

With his automated mill producing at full capacity, John Halifax is able to focus his energies on raising his family, with whom he is as open and just in his dealings as he is with the public. One of the most successful men in the community, he continually reminds his family of their humble beginnings, refusing to allow them to adopt the airs of spoiled aristocrats. He has utilized his integrity and resourcefulness to acquire the material trappings of a gentleman. Yet regardless of the accumulation of material wealth, he had been since birth, no less a gentleman.

Activities

1. Research the industrial revolution. What led to its beginning? How did it change society? Interview parents and grandparents about the effects of technology on their lives. Projecting into the future, are there certain professions that might be phased out of existence because of technology?

2. Discuss the class consciousness of eighteenth century England. What are the historical antecedents for it? Are there similar class divisions today in the U.S.A.?

3. John Halifax is an honorable man who fights for the underdog. Compare codes of honor and behavior among different cultures both contemporary and historical. What is appropriate for one group may be inappropriate for another. For example, examine the honor code in King Arthur's court and in ancient Sparta.

4. John Halifax is a self-made man. Read *The Autobiography of Ben Franklin* and compare the lives of the two men.

5. John Halifax lived from hand to mouth until he found work with Abel Fletcher. As a survival test, try to support yourself for two days on five dollars. If you don't actually try to live on the five dollars, discuss survival tactics in today's society such as where you would sleep or what you might eat economically. Assume, of course, that you are completely on your own.

6. When Abel Fletcher's mill is surrounded by starving people, there is talk of "famine prices." What does this phrase mean? Discuss the natural and human causes for famine in eighteenth century England. What causes food shortages today? Discuss the meaning of terms such as "supply and demand."

7. Research the French Revolution and its effect on England and Europe. A good starting point is *A Tale of Two Cities* by Charles Dickens.

8. The industrial revolution elicited a reaction from the art world that is still taking place. Read *The Unknown Citizen* by W.H. Auden or view the Charlie Chaplin movie *Modern Times* (available from Films Inc., 1144 Wilmette Avenue, Wilmette, IL 60091). Write a poem or a short story reflecting your feelings about technology.

9. The industrial revolution would not have taken place without the creative inventors. In an art or crafts class design and build an original invention. The contraption need not be useful or even serious. See the work of Rube Goldberg for inspiration.

10. Like many Englishmen, Guy Halifax traveled to America where he worked for several years. Write an essay describing what you would do and where you would go, if you decided to emigrate. Explain your reasons for the decision.

11. John Halifax is unsympathetic to the violent mob that descends on Abel Fletcher's mill. Discuss forms of public protest, such as civil disobedience, that are non-violent. Read and discuss the essays "Civil Disobedience" by Henry David Thoreau and "Letter From Birmingham Jail" by Martin Luther King. These may be found in *On Civil Disobedience: American Essays Old and New* edited by Robert A. Goldwin (Chicago: Rand McNally, 1968).

12. The following activity is taken from *Values Clarification: A Handbook of Practical Strategies for Teachers and Students* by Sydney B. Simon, Leland W. Howe and Howard Kirschenbaum (New York: Hart Publishing Co., 1972). Frequently, we find ourselves acting one way in a certain situation and later regretting it or wishing we had acted differently. John Halifax is called a gentleman because he always acted with integrity and honesty. Introduce to the class a situation or vignette which calls for some proposed action. Each student should write out briefly what he would do in the given situation. Then open the discussion to the whole class and try to decide which actions are the most desirable. For example: You see a kid three or four years younger than you shoplifting at the local discount store. You're concerned that he will get into serious trouble if the store detective catches him. What would you do?

Four episodes
Beginning
April 21 1979
8PM ET on PBS

Pinocchio

Once upon a Classic

The Adventures of Pinocchio by Carlo Collodi is the classic story of a puppet who becomes a boy. Pinocchio is created by Geppetto, a master carver, who fashions the puppet out of a magical piece of wood. He makes Pinocchio to replace his own dead son. Pinocchio is told that if he is dutiful and hard working, he will be transformed into a boy as a reward.

In spite of Geppetto's love for Pinocchio, the puppet seems possessed with a mischievous spirit that compels him to disobey his father at every opportunity. The Blue Fairy and the Talking Cricket serve as Pinocchio's guardians and conscience. They appear to Pinocchio with sound advice when he needs counsel. Of course, Pinocchio also has a built in system to prevent him from being deceitful: his nose. As soon as Pinocchio tells a lie, his nose grows out to a ridiculous length and will not become normal until he tells the truth. Although he always sets out with the best of intentions, Pinocchio continually ignores his guardians, and his nose, and is persuaded to pursue one folly after another.

Synopsis

At the beginning of the story, Pinocchio is sent, with Geppetto's small savings, to buy himself a pencil set so that he can go to school and become a boy. Instead, he spends his money on a local marionette show.

Having lost the money, Pinocchio is disconsolate, but the Blue Fairy tells him where to find five gold sovereigns. Rejoicing, Pinocchio prances away from the cottage to buy himself pencils and Geppetto a new coat as a gift.

He is no sooner out of his house when he meets the fox and the cat, a pair of rogue thieves who easily trick the wooden headed puppet out of his money.

Returning to Geppetto, having failed his trust repeatedly, Pinocchio begins to reform. He conscientiously applies himself to his schoolwork, refusing to play hooky with the other boys. He soon becomes a conceited teacher's pet and is hated by all the other schoolboys. Wanting to be liked, Pinocchio finally gives up school and joins a group of his friends going to the fabled Land of Toys, where there is no school and everyone plays all day.

The boys are taken to the Land of Toys by an apparently jolly man who drives a wagon pulled by a team of sad-eyed little donkeys. To their dismay, they discover that after several days of constant play, they all turn into donkeys too. The driver then sells each of them for a tidy profit.

Pinocchio, now a donkey, is sold to a circus and trained to perform grueling stunts. He is disabled one day in the ring, and the ringmaster decides to dispose of him by shooting him out of a cannon. Pinocchio is stuffed in the cannon and shot through the top of the tent. The force of the blast strips the donkey body away from him, and when he splashes into the ocean, he has regained his puppet form. His relief at being a puppet is short lived because he is quickly swallowed by a huge fish. He is amazed to see a light inside the belly of the fish. To his great joy, he discovers Geppetto, who had been swallowed while searching for Pinocchio, and had been living in the fish for months.

At the sight of the suffering he has caused his father, Pinocchio resolves to reform. With the help of the Blue Fairy, they escape from the fish together. Pinocchio assumes the responsibility of supporting his ailing father, and he works so industriously that soon he is transformed into a handsome young boy, the delight of Geppetto's life.

Activities

1. Ask students to make their own puppets and display them in the library or media center. The puppets could have a theme connected with a course of study, for example, each puppet could represent a character in Greek mythology. The Albert Cullum books noted below will provide thematic ideas. The filmstrip *Creating Expressive Puppets* and the guide *Learning with Puppets* (both available from The Puppet Masters, P.O. Box 11162, Palo Alto, CA 94306) are also useful resources.

2. Organize a storytelling period for younger children. Some stories may be enacted with puppets or marionettes controlled either by teachers/media specialists or older students.

3. Build your own puppet theater. *The Puppet Theater Handbook* by Marjorie Batchelder (New York: Harper, 1947) provides instructions.

4. Ask students to dance or move as if they were a puppet. Remind them to be conscious of the strings attached to their arms and legs.

5. Read the original *Adventures of Pinocchio* by Carlos Collodi (New York: Grosset and Dunlap, 1946), and compare it to the television version.

6. Using PINOCCHIO as a starting point, utilize some or all of the folklore activities suggested on pp. 178-179 of *The School Librarian as Educator* by Lillian Biermann Wehmeyer (Littleton, CO: Libraries Unlimited, 1976).

7. Pinocchio is a toy come to life. Ask students to write a story about what would happen if their toys came to life.

8. PINOCCHIO is a tale with a moral. Discuss and compare other tales and fables with morals, such as Aesop's fables. Ask students to write a tale of their own.

Resources

Bauer, Caroline Feller. *Handbook for Storytellers* (Chicago: American Library Assoc., 1977)

Bettelheim, Bruno. *The Uses of Enchantment: The Meaning and Importance of Fairy Tales* (New York: Alfred A. Knopf, 1976)

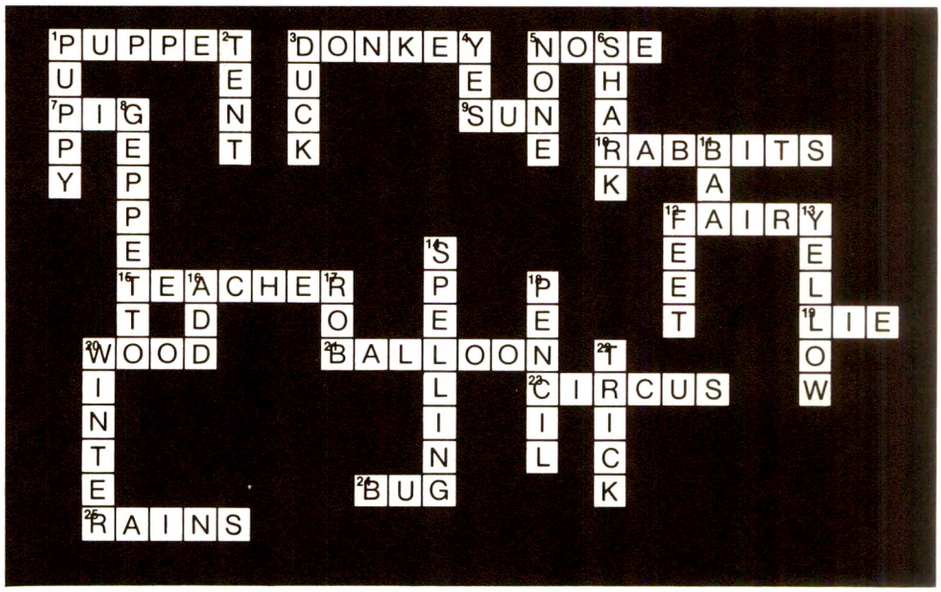
Cullum, Albert. *Aesop's in the Afternoon* (New York: Citation Press, 1972); *Shake Hands with Shakespeare,* (Citation Press, 1968); *Greek Tears and Roman Laughter* (Citation Press, 1970)

Currell, David. *The Complete Book of Puppetry* (Boston: Plays (magazine) Inc., 1974)

Simmen, Rene. *The World of Puppets* (New York: Crowell, 1975)

INSTRUCTIONS FOR PINOCCHIO PUZZLES ON LAST PAGE: Word puzzles offer an interesting means of developing vocabulary, spelling and dictionary skills. The puzzles provided with this guide are for use with PINOCCHIO. They should be photocopied and distributed to students. Students may enjoy working on the puzzles over a period of time as the program progresses or teachers may prefer to distribute the puzzles when the series is completed. Students should be instructed in the use of the dictionary and introduced to the thesaurus in conjunction with their work on the puzzles. The answers to the puzzles are provided below for teachers.

ANSWERS TO CROSSWORD PUZZLE

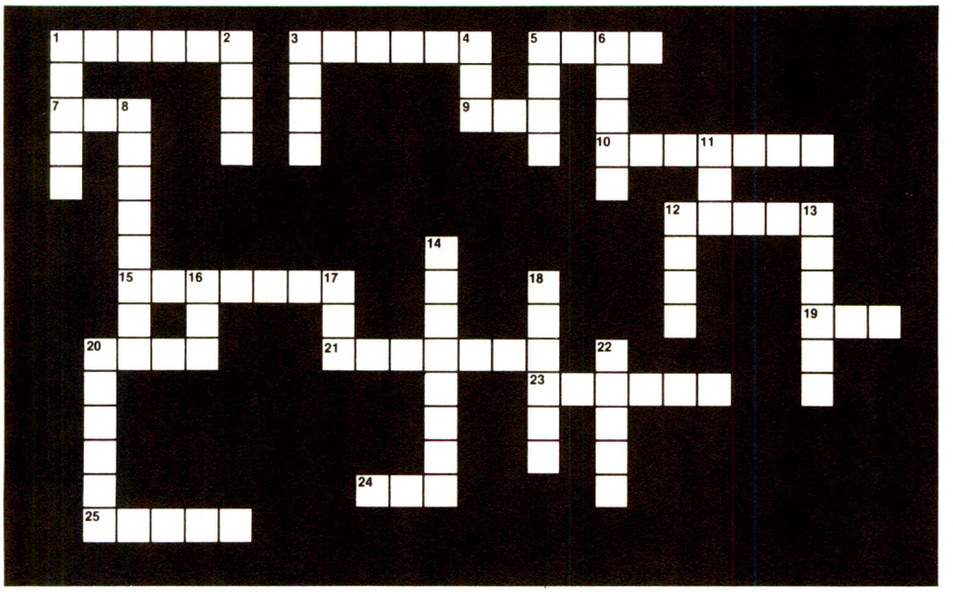


ANSWERS TO SCRAMBLED WORD PUZZLE

1. Puppet	2. Wood	3. Nose	4. Spelling	5. Books
6. Shark	7. Father	8. Toys	9. Cannon	10. Boy

Consultant to the Guide: Fran Corcoran, Instructional Media Center Coordinator, Des Plaines Elementary Schools, Des Plaines, Illinois.

Pinocchio



ACROSS

*1. What is Pinocchio?
*3. Pinocchio turned into this animal.
*5. Pinocchio's _____ grew when he lied.
7. A barnyard animal that plays in the mud is called a _____.
9. The earth goes around the _____.
10. Baby bunnies grow up to be _____.
*12. Pinocchio's friend was the Blue _____.
*15. Pinocchio's schoolmaster is also called a _____.
*19. When Pinocchio told a _____, his nose grew.
*20 Pinocchio was made out of a piece of _____.
*21. The Blue Fairy helped Pinocchio and Geppetto escape from the shark in a _____.
*23. When Pinocchio was a donkey, he was in the _____.
*24. Pinocchio's cricket friend is a _____. (another word for insect)
25. You carry an umbrella when it _____.

DOWN

1. A baby dog is a _____.
2. When you go camping you sleep in a ____.
3. Donald _____ is a friend of Mickey Mouse.
4. Not "no", but "__".
5. If you put an "N" in front "one", you will get this word.
*6. This fish swallowed Pinocchio and Geppetto.
*8. Pinocchio's father's name is _____.
11. A lamb says ____.
12. Put your shoes on your _____.
13. The color of a banana is _____.
*14. In school, Pinocchio's best subject is _____.
16. In arithmetic, you subtract or _____.
*17. The cat and the fox _____ (another word for steal) for a living.
*18. Geppetto sold his coat to buy Pinocchio a _____ box.
20. The season after fall is _____.
22. At Halloween, you _____ or Treat!

*ANSWERS FOUND IN PINOCCHIO.

UNSCRAMBLE THESE WORDS

Clues	Scrambled Answer	Answer
1. Pinocchio is a _____.	UPEPTP	_____
2. Geppetto carves Pinocchio out of a piece of _____.	ODOW	_____
3. When Pinocchio lies his _____ grows.	ENSO	_____
4. Pinocchio's best subject in school is _____.	PELSGNIL	_____
5. Pinocchio and his school friends throw their _____ into a bonfire	OBOKS	_____
6. Pinocchio and Geppetto are swallowed by a _____.	AHRSK	_____
7. Geppetto is Pinocchio's ____.	THAFER	_____
8. Pinocchio and his school friends run away to the Land of _____.	SOYT	_____
9. At the circus, Pinocchio is shot out of a _____.	NANONC	_____
10. When Pinocchio is good he becomes a real _____.	OBY	_____

CATALOGER/ BIBLIOGRAPHER (Instructor)

Cataloging in chemistry, mathematics, physics, astronomy, and related technologies and bibliography. Responsible for initial monographic and serial cataloging, collection development in selected areas, and related faculty/professional activities. Available immediately.

Qualifications: ALA-accredited MLS, working knowledge of German, undergraduate degree in chemistry or mathematics, evidence of knowledge of AACR revised, LC classification and subject headings. Advanced degree in appropriate subject area desired. Salary range $12,258–$17,808, (calendar year). Full position description and appointment criteria will be provided to applicants. ***Send letters of reference by Dec. 15:*** Dean G. R. Parks, Chair, Search Committee, URI Library

Univ. of Rhode Island
Kingston, RI 02881

An equal-opportunity affirmative-action employer.

general reference service with specialization in communications media. Responsibilities include bibliographic instruction for researchers in college of communications; advertising, broadcasting, journalism; participation in collection development and online information retrieval. ALA-accredited MLS required. Prefer 2 yrs.' experience using online information retrieval systems and ability to promote this established service in an academic library; advanced degree in communications or closely allied discipline. Faculty rank, 12-month appointment, TIAA/CREF, health insurance, usual benefits. Salary range $11,500–$13,500. **Send resume and names of 3 references by Nov. 30:** H. Lea Wells, Personnel Librarian, **University of Tennessee Library, Knoxville, TN 37916.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Coordinator of reference services. The University of Northern Colorado libraries are seeking candidates for the position of coordinator of reference services. The incumbent will formulate policy and direct the operation of the reference service in compliance with the objectives and goals of the university libraries. ALA-accredited MLS required; second subject master's degree required; minimum of 6 yrs.' academic library experience required of which 4 yrs.' must be reference experience; 2 yrs.' supervisory experience preferred. 12-month salary between $16,000–$18,000, depending on qualifications and experience. Faculty rank and status, 20 workdays vacation, faculty travel assistance, opportunities for advanced academic study, generous sick leave, retirement program. **Applications must be postmarked no later than Feb. 1, 1979. Interviews will be conducted at ALA Mid-winter.** Apply: Tom Peischl, Administrative Librarian, **James A. Michener Library, University of Northern Colorado, Greeley, CO 80639.**

Head librarian. Southwestern University is continuing its search for a new head librarian for Cody Memorial Library. Applicants should have a diversity of experience in library functions, proven administrative ability in handling the organization and operation of an academic library, and varied experience in supervisory roles in library operation. Additional qualifications include an ALA-accredited MLS and preferably a terminal degree in a traditional academic field. Applicants should also possess the skills and abilities necessary to work closely with the faculty in developing the library as an educational resource. The library currently operates with a total annual budget of over $200,000, a staff of 10 full-time employees (including 3 professional and 2 paraprofessional librarians), and a library collection of 125,000 volumes. Salary $17,000–$24,000 depending on experience and qualifications. **Deadline for application Dec. 1.** Applications, resumes, and references should be sent: G. Benjamin Oliver, Dean, **Southwestern University, Georgetown, TX 78626.** Equal-opportunity, affirmative-action employer.

Head of technical services. Manage acquisitions, cataloging, and serials. Staff of 1½ FTE librarians and 8 support staff + CETA participants. Expertise with OCLC, cooperative networks, and ability to deal with faculty necessary. ALA-accredited MLS and 3 yrs.' experience including significant experience in acquisitions or serials required. Knowledge of book trade and foreign languages preferred. Salary $13,000–$16,000 depending on qualifications and experience. Faculty status, 12-month appointment, TIAA/CREF, and usual benefits. **Send resume and names of 3 references by Nov. 15:** Paul W. Crumlish, Librarian, **Hobart and Wm. Smith Colleges, Geneva, NY 14456.**

Head science-engineering librarian. Search reopened. To administer public services operations in branch science-engineering library containing 250,000 volumes and 450,000 microforms. Responsibilities: supervision of 5 professional librarians, 8 career staff members and student aides; collection development; provision of innovative reference service; planning, budgeting, and establishment of internal policies and procedures. Qualifications: ALA-accredited degree, minimum 3 yrs.' experience in a science library, and demonstrated supervisory, planning, and communication abilities required; substantial course work in science and experience using online literature search systems preferred; knowledge of German or Russian and ability to speak Spanish helpful. Hiring range $17,000–$19,000, depending on experience and qualifications. Faculty status, 12-month appointment, 22 days vacation, fringe benefits. **Send resumes by Dec. 15, including list of 3 references:** Mary Dale Palsson, Public Services Librarian, **Main Library, University of Arizona, Tucson, AZ 85721.** An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Librarian, faculty position. The Oakland University Library is conducting a national search which will lead to the appointment of an outstanding junior member of its faculty, to be filled by Feb. 1, 1979. High motivation, determination to contribute significantly to academic librarianship, commitment to advance academic excellence in this institution. Assignment will include service in at least two of the areas of bibliographic instruction, collection development, or general reference; full assignment will depend on successful candidate's qualifications and career objectives. Accredited MLS; training in science or technology preferred. Effective communications and basic management skills. Ability to interpret library services within framework of university goals and objectives. Tenure-track position. Anticipated salary range $14,200–$15,200. 10-month appointment, excellent fringe benefits. **No applications accepted after Dec. 1.** Send resume: George L. Gardiner, Dean of the Library, **Oakland University, Rochester, MI 48063.** Equal-opportunity employer.

Librarian-media. ALA-accredited MLS to manage and direct library services for student body of 350–400. Our preference, if possible, is to employ a person who has a MA or PhD in one of the following secondary fields: foreign language, philosophy, computer science, or political science, and who may teach one introductory course each semester in the secondary field at the freshman/sophomore level. Strong interest and ability in providing instruction to students in use of library resources. Professional competence in organization and use of audio and visual media required. 12-month appointment, beginning Jan. 1, 1979. Salary $15,500. **Applications, including resume, letters of reference, and official transcripts should be sent before Nov. 15:** Chair, Personnel Review Committee, **University of Wisconsin Center—Marinette County, Bay Shore, Marinette, WI 54143.** An equal-opportunity, affirmative-action employer.

Library systems, senior programmer/analyst. Project leader, responsible for various systems implementation projects and/or operations. Reports to head, systems office. Requires 3 yrs.' experience in computer programming and systems work, preferably in library applications. Analyzes, evaluates, designs, and implements man-machine systems, including evaluation, procurement, and installation of hardware and software; forms design; writing handbooks, etc. Competence in PL/1 and in JCL for OS/MVS/JES2 an advantage. Also welcome: MLS or equivalent experience; graduate work in computer science, systems analysis. Salary from $20,000 higher, depending on qualifications and experience. Fringe benefits include group health and life insurance plans, eligibility for TIAA/CREF, 5 weeks vacation. **Send resume, including salary history and listing 3 references by Dec. 10:** Bella Z. Berson, **Yale University Library, Box 1603A Yale Station, New Haven, CT 06520.** An affirmative-action employer.

Periodicals/media librarian. Responsible for public service operation of periodicals department and nonprint collection. Primary assignment to provide reference service. Work includes selecting periodicals and nonprint materials; supervising and coordinating circulation of periodicals, software, and other nonprint materials. ALA-accredited MLS and 2 yrs.' experience with print and nonprint resources. Demonstrated ability to administer periodicals and nonprint collections. Maximum salary $14,000. Position open Dec. 1. **Application, resume, references, transcripts complete by Nov. 15:** Library Search Committee, **Pittsburg State University, Pittsburg, KS 66762.** An equal-opportunity, (M/F)/affirmative-action employer.

Principal cataloger/assistant catalog department head. Shields Library, University of California, Davis. Responsible for training and supervising professional and paraprofessional cataloging staff. Ability to plan, organize, and supervise monographic cataloging operations is essential. Must have ability to write with clarity and precision. Online cataloging desirable. Will work closely with the department head and the BALLOTS cataloging coordinator. Is in charge of department during the absence of the head. Must possess ALA-accredited MLS; a minimum of 4 yrs.' cataloging experience including 1 yr's. supervisory capacity. Must have experience in an academic library using LC classification schedule. Appointment will be made at the associate librarian rank, salary $15,840–$22,788 per year, depending on experience. **Apply by Dec. 1:** Wm. F. Mc Coy, Associate University Librarian, **108 Shields Library, University of California, Davis, CA 95616.**

Reader services librarian. The Library of Rush University is accepting applications for a reader services librarian to supervise reference, circulation, and interlibrary loan services. Qualifications: accredited MLS, MLA certification, 5 yrs.' experience in public services in health science libraries, training and experience in MEDLINE and other bibliographic data base searching. The position requires someone who has imagination and foresight to develop innovative, creative programs, who interacts and communicates well with students, faculty, and research personnel from medical, nursing, and health science colleges, as well as those associated with a large hospital. Salary $18,000–$22,000. **Deadline for receipt of applications Dec. 15 or until position has been filled.** Applicants should include a resume and 3 letters of recommendation from health sciences librarians: Doris Bolef, Director, **Library of Rush University, 600 S. Paulina St., Chicago, IL 60612.** An equal-opportunity, affirmative-action employer.

Reference/bibliographer - biosciences and chemistry, University of Colorado at Boulder. Responsibilities include reference services, bibliographic instruction and collection development in environmental biology, molecular biology, chemistry, pharmacy, psychology, audio/speech science, and general science. Supervises 3 paraprofessional staff and student assistants in the daily operation of a 130,000-volume library. Reports to the head of science libraries. Requirements: ALA-accredited MLS; master's degree in the biological sciences or chemistry and 2 yrs.' professional library experience, or a bachelor's degree in the biological sciences or chemistry and 5 yrs.' professional library experience; experience with computer-based reference services. Preference will be given to candidates with experience in science reference, collection development, and bibliographic instruction. This 12-month, tenurable appointment with academic rank is available immediately. Faculty perquisites include TIAA/CREF, liberal vacation and sick leave benefits. Social Security participation is mandatory. Salary range $13,000–$15,000. Include in letter of ap-

STURT COLLEGE
OF ADVANCED EDUCATION

HEAD LIBRARIAN (LIB 1/78)

Sturt College of Advanced Education, situated in the southern metropolitan area of Adelaide, prepares students at the tertiary level for the health and teaching professions. Applications are invited for the position of head librarian.

The successful applicant should have considerable leadership ability and extensive experience in an academic or research library, should possess appropriate tertiary qualifications, and be eligible for associate membership of the Library Association of Australia.

Duties will include facilitation and development of participative management within the library, long-term planning, and the extension of library services to the college population, the professions, and the community which the college serves. The appointment is tenurable and will be made within the salary range $20,638–$23,740. ***Applications close Nov. 20,*** and appointment is to be taken up as soon as possible after April 1, 1979.

Applicants should forward curriculum vitae and any other relevant information together with the names and addresses of 3 referees from whom confidential information may be sought:

The Academic Secretary
Sturt College of Advanced Education
Sturt Road, Bedford Park
South Australia. 5042.
Australia
(Tel. (08) 276-9055)

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plication a resume with names of 3 references with titles, addresses, and telephone numbers. **Apply by Nov. 15:** Dederick C. Ward, Chairperson, Search Committee, **University of Colorado at Boulder Libraries, Boulder, CO 80309.** The University of Colorado at Boulder is an equal-opportunity, affirmative-action, Section 504 employer.

Reference/interlibrary loans librarian. Duties include general reference work, supervision of all aspects of interlibrary loan and participation in extensive library instruction program. Minimum requirements: ALA-accredited MLS and 2 yrs.' experience with reference and loans in an academic library. 12-month contract, salary $12,000–$14,000 depending on qualifications. Available immediately. **Application deadline Nov. 15.** Send letter of application and resume: Dr. Elaine Z. Jennerich, Head of Reference Services, **Moody Library, Baylor University, Waco, TX 76706.** An equal-opportunity employer.

Reference librarian: entry-level, beginning Jan. 2, 1979. General reference duties and supervision of micro-media center, pamphlet file, and a small university archive. Some evening and weekend work. MLS required; interest in bibliographic instruction essential. BA in U.S. history preferred. Familiarity with micro-media equipment, advanced subject degree, knowledge of foreign languages desirable. 12-month appointment, 4 weeks annual leave, TIAA/CREF. Salary $11,300. **Send resume, transcripts, and letters of recommendation by Nov. 27:** Charles B. Maurer, Director, **W. H. Doane Library, Denison University, Granville, OH 43023.** An equal-opportunity, affirmative-action employer.

Reference librarian, assistant head. Assists in administration of reference center and works approximately ½ time at reference desk, supervises some support staff, assists in library instruction and orientation and in selection of reference materials. Some night and weekend duties required. Minimum requirements: ALA-accredited MLS, at least 3 yrs.' professional experience in general reference in academic or research library, demonstrated administrative skills, and service orientation. Preferred: second master's degree, experience with machine searching of data bases, and working knowledge of foreign languages. Salary for 12 months $16,000–$19,000; starting date Jan. 1, 1979 (both negotiable). Excellent state of Ohio fringe benefits. **Application deadline Nov. 24.** Send resume: Brian Ruddick, Chair, Search Committee, **University Libraries, Cleveland State University, Cleveland, OH 44115.** Equal-opportunity employer, M/F/Handicap.

Reference librarian/department head. Position available Jan. 1, 1979. Responsible for management of centralized reference department, including general information service, interlibrary loans, computerized bibliographic searching, vertical files, and reference collection development. Reference staff includes 3 professionals. Requires an ALA-accredited MLS + a minimum of 3 yrs.' professional experience in reference service in an academic or research library, with some administrative experience. Preference will be given to candidates with an academic background in the natural sciences, an additional subject master's degree, and a demonstrated ability to communicate effectively with students and faculty. Library instruction and online searching experience are highly desirable. Faculty rank, 12-month appointment, usual fringe benefits. Minimum salary $15,000. **Send resume before Nov. 15:** Dr. Leon Raney, Dean of Libraries, **Hilton M. Briggs Library, South Dakota State University, Brookings, SD 57007.** An equal-opportunity, affirmative-action employer. (M/F).

Reference librarian with health sciences specialization. Responsible to the head of reference/documents, main library. Provides general reference service with staff of other subject specialists in main library reference department. Responsibilities include bibliographic instruction in nursing, health and safety, special education and rehabilitation; participation in collection development; and online information retrieval. ALA-accredited MLS required. Prefer experience or training in online information retrieval. Advanced degree in related subject field, appropriate reference experience, and MLA certification are desirable. Faculty rank, 12-month appointment, TIAA/CREF, health insurance, usual benefits. Salary range $11,500–$13,500. **Send resume and names of 3 references by Nov. 30:** H. Lea Wells, Personnel Librarian, **University of Tennessee Library, Knoxville, TN 37916.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Science and technology department head, Auburn University Libraries. Accredited MLS, an academic background in science, experience in science reference work and collection development, familiarity with machine-assisted information retrieval functions, administrative and leadership abilities, and strong service orientation required. Supervise 3 librarians, graduate assistants, 1 paraprofessional, and clerical staff. Duties include reference, collection development and maintenance, library instruction and information retrieval. **Application folders must be completed by Jan. 1, 1979;** position available Feb. 1, 1979. Salary for 12 months, Librarian II ($18,000–$20,500), Librarian III ($19,000–$23,000). Faculty status (but not professorial title), eligibility for tenure. State retirement mandatory, TIAA optional. 20 working days vacation and sick leave benefits. Apply: Robert C. Gibbs, Chair, Science and Technology Librarian Search Committee, **Auburn University Libraries, Auburn University, Auburn, AL 36830.** Auburn University is an equal-opportunity employer.

Senior serials cataloger. Assists in responsibility for implementing full range of serials cataloging functions including classification, descriptive cataloging, and subject cataloging for print and nonprint materials in English and foreign languages for the main research library and other unit libraries. Includes supervising and training serials cataloging staff, planning and measuring work activities, and handling cataloging problems. Qualifications: ALA-accredited MLS and 3–5 yrs.' serials cataloging experience in a large academic library including 2 yrs.' demonstrated knowledge of AACR and LC cataloging procedures are required. Experience with OCLC shared cataloging system and working knowledge of German or Russian are desirable. Salary $16,000+ depending on qualifications; faculty status at the rank of senior assistant/associate librarian. Send resume: Ms. M. E. State, University Libraries Personnel Officer, **SUNY/Buffalo, 434 Capen Hall, Amherst, NY 14260.** An equal-opportunity, affirmative-action, and Title IX employer.

Social science/ICPSR bibliographer. Under the direction of the assistant director, reference and collection development services, has the following responsibilities: serves as bibliographer for anthropology, social welfare, and sociology. Selects, develops, and reviews these subject collections. Serves as liaison with the faculty and students of these departments and provides in-depth library instruction in the appropriate subject areas; serves as campus coordinator for Inter-University Consortium for Political and Social Research (ICPSR): responsible for acquiring and making available machine-readable data sets and code-books. Functions as liaison for faculty and students using ICPSR materials; formulates and executes online searches of bibliographic data bases; is scheduled for selected hours of library service at the department's reference desks. Qualifications: ALA-accredited MLS. Undergraduate major and/or advanced study in some area of the social sciences preferred. At least 2 yrs.' relevant library experience in an academic or special library subsequent to receipt of MLS required. Candidates with experience in searching online bibliographic data bases and knowledge of, or interest in, utilizing machine-readable data sources preferred. Salary and rank commensurate with education and experience. Recruitment range $13,000–$16,000. 12-month appointment; sick leave and annual leave @ 1.75 days each per month; fully paid major medical, hospitalization, and dental insurance. Social Security coverage. TIAA/CREF or New York State Teachers Retirement available (employee contribution rate = 3%). **Inquiries should be received by Dec. 31:** Jean Whalen, Personnel Librarian, **University Library, Room 109, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** The University at Albany is an equal-opportunity, affirmative-action employer. Applications from women, minorities, and handicapped are especially welcome.

Subject specialist, business. Duties: bibliographic instruction, collection development, departmental liaison, and some reference-bibliographic work. Qualifications: ALA-accredited MLS, advanced degree (MBA or PhD), and teaching skills are required. Academic library experience preferred. Faculty status; 12-month contract; minimum salary at $15,000. Available July 1, 1979. **Apply before Jan. 1:** Alice Weaver, Secretary, Search Committee, **Carlson Library, University of Toledo, 2801 W. Bancroft St., Toledo, OH 43606.** The University of Toledo is an equal-opportunity, affirmative-action employer.

DEAN
SCHOOL OF LIBRARY SCIENCE

The school of library science, University of Wisconsin-Milwaukee, invites applications and nominations for the position of dean. The candidate must have a strong academic background, education and experience sufficient to merit tenure in a UWM department, the PhD or its equivalent, a working knowledge of scholarship and research, and knowledge of library service in large cities. Administrative experience desirable. The dean is the chief executive officer of the school of library science. As head of the school faculty, the dean is responsible for academic programs, personnel, budget administration, and continuing ALA-accreditation. Salary range $33,000–$37,000. ***Send nominations or applications accompanied by resumes by Dec. 15:***

Robert K. Turner, Jr., Department of English, University of Wisconsin-Milwaukee, POB 413, Milwaukee, WI 53201.

An equal-opportunity, affirmative-action employer.

Technical services head. (Search reopened.) Librarian to consolidate and supervise the catalog and acquisitions departments in a 4-yr. college. Salary to $19,000. Required: ALA-accredited MLS; suitable experience in both cataloging and acquisitions, some of it with OCLC; sound administrative abilities. Assistant professor rank, 12-month contract, month's vacation. **Application deadline Feb. 28, 1979.** Position opens Aug. 1. Send resume and placement folder: James E. Gaines, Head Librarian, **Virginia Military Institute, Lexington, VA 24450.** Equal-opportunity, affirmative-action employer.

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2 teaching librarians being sought by upper division university: **1)** with considerable media expertise. Provides general reference services and nonprint collection development. Serves as liaison to media unit and academic departments. Extensive background in using and developing nonprint materials for instructional purposes required. **2)** With extensive reference experience and strong subject background, preferably in the sciences. Provides general reference services and collection development. Serves as liaison with academic departments. **Both 1) and 2):** develop bibliographic guides and offer workshops. Must be comfortable with collegial decision-making and be willing to participate in wider university community activities. MLS or equivalent required. Additional advanced degree desirable. Faculty appointment, $14,000+. Rank and salary negotiable depending on education and experience. **Send applications, including names of 3 references, postmarked by Nov. 15:** John Tongate, Search Committee Chairperson, **Sangamon State University Library, Springfield, IL 62708.** SSU is an equal-opportunity, affirmative-action employer.

COOPERATIVE AGENCY

Executive director, PALINET/ULC. Responsible for planning, developing, and administering cooperative network services to 170 libraries (110 OCLC participants) in PA-NJ area. Duties include supervising staff of 6, formulating policies, consulting, conducting meetings, representing members' interests to OCLC, budgeting and accounting for $1+ million annually. Minimum qualifications: ALA-accredited MLS (or equivalent experience); 5 yrs.' administrative library experience including planning and fiscal administration; ability to communicate effectively; organizational ability; knowledge of OCLC system, network organizations, computer applications. Salary range $22,000–$30,000. Benefits: TIAA, medical insurance, etc. Available Jan. 1979. **Send application with resume and 3 references by Nov. 30:** Richard DeGennaro, **PALINET/ULC Search Committee, 3420 Walnut St., Philadelphia, PA 19104.** An equal-opportunity, affirmative-action employer.

LAW LIBRARY

Assistant law librarian for public services. Responsible for organizing and providing public services in a library of 250,000 volumes at a law school with approximately 1,200 students and 60 faculty. Bears primary responsibility for reference and information services; for overseeing automated research, photoduplication, audiovisual and circulation services; and for user education and awareness. Also assists the law librarian with administrative duties. Requirements: JD and MLS degrees, or substantial equivalent experience. A minimum of 3 yrs. in public services and demonstrated management skills are highly desirable. Salary minimum $15,000, negotiable depending on qualifications and experience. Position open. **Applications received until Jan. 15, 1979:** Richard G. Hutchins, Law Librarian, **University of Miami, School of Law, POB 248087, Coral Gables, FL 33124.** An equal-opportunity, affirmative-action employer.

LIBRARY EDUCATION

Educational media program instructor. Teach courses in a library media program. Regular teaching load 12 semester hours per term. Teach core courses in library media (reference, selection, and cataloging). Supervision of library media practice and intern students (¼ of load). Candidate will teach at least 1 upper level graduate course per term. Share with the advisement of library media graduate students. Supervision of thesis and seminar papers. Minimum requirements: MLS + PhD (or must be in an advanced stage of a doctoral program) in education, library science, or educational media with emphasis on the school environment. Experience in a school library media center is strongly desirable. Must be knowledgeable of and committed to learning resources as a total media concept. Research, information storage and retrieval systems, and public services orientation experiences desirable. Academic staff position. Salary ($14,000–$17,000) will be determined by the experience and academic qualifications of the candidate. Summer school teaching additional. Effective date Jan. 8, 1979. **Applications should be postmarked no later than Nov. 13:** Dr. Burton E. Altman, Chairperson, Division of Teacher Education, **University of Wisconsin-La Crosse, La Crosse, WI 54601. (608) 785-8132.** UW-La Crosse is an equal-opportunity, affirmative-action employer.

Full-time temporary faculty position. The Graduate Library Institute for Spanish-speaking Americans (GLISA) of the Graduate Library School, College of Education, at the University of Arizona, is seeking qualified candidates for a full-time temporary faculty position for the spring semester (Jan.-May) 1979. The position involves the teaching of two 3-unit semester courses: "Services and Programs for the Spanish-speaking" and "Media for the Spanish-speaking," as well as serving as consultant for the GLISA program. Candidates should have a doctorate or substantial work toward the degree with professional library work experience, preferably in a public or community college library. Strong consideration will be given to applicants with teaching experience, prior work with Spanish-speaking populations, and bilingual abilities. Salary $7,500 for one academic semester (Jan.-May). **Deadline for application Nov. 17.** Send resume: Dr. Arnulfo D. Trejo, Chair, Search Committee, Graduate Library School, **The University of Arizona, 1515 E. First St., Tucson, AZ 85719.** The University of Arizona is an equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Library science faculty position. Doctorate required in library/information science to teach courses related to a school library media program, recruit students, write grant proposals, and teach extended campus courses. Experience in an elementary or secondary media center preferred. Position available Jan. 1, 1979. **Application deadline Dec. 1.** Rank and salary dependent on qualifications and experience, minimum starting salary $16,000. Submit applications: Dr. Vera G. Guthrie, Head, Department of Library Science and Instructional Media, **Western Kentucky University, Bowling Green, KY 42101.** An equal-opportunity, affirmative-action employer.

Library science faculty position, fall 1979, assistant professor or lecturer. Teach multimedia concepts in libraries, library services to children and young adults, other core courses or advanced courses depending on interest and background. Teaching load 9 semester hours one term, 6 hours the other. Required: accredited MLS, teaching and library experience, preferably in a public or school library. Highly desirable: PhD or doctoral candidate in library science. Salary $15,500–$18,000 for academic year, depending on qualifications and experience. Additional compensation for summer session which is usually available. Good fringe benefits, working, and living conditions. Send resume: Frederick Wezeman, Director, **School of Library Science, University of Iowa, 3087 Library, Iowa City, IA 52242, telephone (319) 353-3644.** The University of Iowa is an affirmative-action, equal-opportunity employer.

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2 teaching positions: 1) information science ($14,000–$18,000), 2) technical and readers services ($12,000–$14,000). (Salaries are for academic year.) Available spring or fall 1979. Strong research interest, teaching and/or library work experience, doctorate in library science or in related field required. **Submit curriculum vitae by Dec. 1:** Nasser Sharify, Dean, **Pratt Institute, Graduate School of Library and Information Science, Brooklyn, NY 11205.** Pratt Institute is an affirmative-action, equal-opportunity employer.

NETWORK

Network librarian. Immediate opening. Statewide network, beginning salary to $14,000 depending on qualifications. Work with libraries using OCLC and Union List of Serials and other network projects. Travel required, car essential. Minimum requirements: accredited MLS; 3 yrs.' cataloging experience; experience with MARC, AACR, and online cataloging. Ability to communicate effectively and to work in team environment. Health and life insurance benefits. Send resume and references: Barbara Evans Markuson, Executive Director, **Indiana Cooperative Library Services Authority (INCOLSA), 1100 W. 42nd St., Indianapolis, IN 46208, (317) 926-3361.** An equal-opportunity employer.

PUBLIC LIBRARY

Branch coordinator needed to oversee operations of 9 branches and total reference services of a rapidly growing 1-county public library. Will also be responsible for initiating extensive outreach programming and training of 19.5 FTE. ALA-accredited MLS, 1–2 yrs.' experience preferred. Must be energetic, analytical, and able to plan, organize, and direct activities of others. Open immediately. Salary $9,500–$10,500. Fringe benefits. Send resume: Ray Riddle, Director, **Cass County Public Library, Harrisonville, MO 64701.**

Consultant for LSCA-funded county library feasibility study. 50 days beginning Jan. 1979 at $150/day. MLS, administrative experience required. **Inquiries and applications by Nov. 25:** Louise H. Stuart, Director, **Citizens Library, 55 S. College St., Washington, PA 15301, (412) 222-2400.** Equal-opportunity employer.

Extension librarian. Search continuing. Responsible for coordination and supervision of 7 small branches and bookmobile in northern South Carolina. Responsibilities include some reference and children's work. Salary $9,300–$12,000 depending on experience. Apply: Director, **Anderson County Library, 202 E. Greenville St., Anderson, SC 29621.**

Head librarian. Public library serving county seat of 13,000 and surrounding area. Member of regional library federation. Very high level of per capita support. 1979 budget $200,000+,

including 11 FTEs. Building completed in 1969. ALA-accredited MLS required. Experience in administration desirable. Salary negotiable, $13,500+. Liberal fringe benefits. **Applications close Dec. 1.** Send resume, including current references: Richard McNamara, Search Committee, **Red Wing Public Library, Red Wing, MN 55066.** An equal-opportunity, affirmative-action employer.

Librarian III-history/biography/travel. $17,909–$24,211. Requires MLS and 3 yrs.' experience in professional library work, including 1 yr's. experience at level of librarian II and 1 yr's. experience in history and/or biography and/or travel. Contact: **City of Phoenix Personnel Department, 10 N. 3rd Ave., Phoenix, AZ 85003, Attn: Yvonne Warren.** An equal-opportunity M/F, affirmative-action employer.

Library director to replace retiring director of Crandall Public Library serving population of 42,000. Staff of 16 FTE, collection 156,352 books, 1978 budget $256,248. Building recently renovated and expanded. Central reference library for Southern Adirondack Library System. Requirements: ALA-accredited MLS or its equivalent and proven administrative experience. Salary $17,500, negotiable. Position open. **Send resume, 3 references, and availability for interview by Nov. 15:** Nancy Eustance, **Crandall Library, Glens Falls, NY 12801.**

Regional reference librarian for 7-county area. Assists public libraries in strengthening reference collections, giving reference training to staff, and promoting service to business. Develop overall plan for coordination of library resources of the area. Promote cooperation among public, special, and academic libraries. Funding guaranteed through Sept. 1979. Minimum requirements: ALA-accredited MLS + 2 yrs.' professional reference experience. Salary range $12,422–$15,815. 19 days vacation, health and life insurance. Sick leave, retirement plan. **Apply with resume by Nov. 17:** Sharon Champion, Administrative Assistant for Personnel, **Greenville County Library, 300 College St., Greenville, SC 29601.** An equal-opportunity, affirmative-action employer.

Social sciences librarian. Division administrator for a 150,000-volume collection which is an integral part of a central library. Successful applicant should have a demonstrated ability to plan, administer, and coordinate all division functions; supervise staff of 6 professional assistants; to work with the community and with community organizations whose interests relate to the subject scope of the division. Requires an ALA-accredited MLS with a minimum of 6 yrs.' professional library experience and an undergraduate and/or graduate degree in history or an area of study related to the social sciences. Supervisory experience desirable. A complete job description is available upon request. The 1979 salary range is $15,538–$19,843. Benefits include 4 weeks vacation after 1 year, health insurance, life insurance, disability insurance, state retirement plan, FICA. Position open Jan. 1, 1979. **Deadline for applications Nov. 20.** Send resume, references, and availability for interview: Personnel Office, **Indianapolis-Marion County Public Library, POB 211, Indianapolis, IN 46204.**

System director for 5-county public library system (29 member libraries, 2,500 sq. miles, 283,000 population) headquartered in Ithaca, N.Y., home of Cornell University. Position requires administrative, financial, and communications skills and a demonstrated record of creative services to library patrons. Offers opportunity for professional and personal growth and a chance to exercise leadership skills in dealing with librarians, support staff, trustees, government officials, and a diverse general public. Qualifications: accredited MLS, eligibility for NYS Public Librarian's Professional Certificate and 8 or more yrs.' professional library experience, including 2 or more yrs. in administration. Starting salary in the low $20s, depending on qualifications. Benefits: NYS retirement system, Social Security, and health insurance. Position available on or about March 1, 1979. Apply with letter of interest and resume, including employment references, **no later than Nov. 15, 1978:** Ellen M. Bonn, President, **Finger Lakes Library System, POB 219, Ithaca, NY 14850.**

Youth services coordinator. Responsible for public library program to pre-school through high school youth in a community of 35,000 population and a 2-county federated library system serving 110,000. Supervise a staff of 4 and act as consultant for system libraries. ALA-accredited MLS and background in children's services. Position open immediately. Minimum salary $15,000. Send resume: Barbara F. Kelly, Director, **Manitowoc Public Library, 808 Hamilton St., Manitowoc, WI 54220.**

SPECIAL LIBRARY

Assistant librarian. No grad. degree or experience necessary. 10:30-6:30, Mon.-Fri. $10M + lunch. Possible advancement. Resume: **Yale Club Library, 50 Vanderbilt Ave., New York, NY 10017.**

STATE LIBRARY

Director of library development. Responsible for coordination of COM catalog development; program writing and debugging. State level consultant for library automation through computer applications. Qualifications: MLS + 5 yrs.' experience, along with major undergraduate work in computer science required. Salary range $16,116–$20,316, in 6 steps. Contact: **Division of Personnel Services, Room 108N, State Office Building, Topeka, KS 66612. (913) 296-3585.** An equal-opportunity employer.

OTHER

Advertising & promotion. Duties include layout, design, and scheduling of direct mail programs, space advertising, promotion and marketing of company publications. New York City location. Experience necessary; MLS required. Salary $12,000–$14,000. Send resume: **Box #105, c/o American Libraries, 50 E. Huron St., Chicago, IL 60611.**

COORDINATOR YOUNG PEOPLE'S SERVICES

(Librarian III)

City of Lincoln seeks individual to be responsible for the selection of the young people's collection for the entire library system (headquarters library, 8 branches, bookmobile, hospital service) serving a population of 184,000. Systemwide coordination and planning of summer reading and other young people's activities. Qualifications: candidates should have an ALA-accredited MLS and minimum of 3 yrs.' experience in public library children's services. Beginning salary $15,069–$19,200 annually.

Closing date for receipt of applications Nov. 30. Send resume:

City-County Employment Office
City-County Building, Room A-132
555 South 10th St.
Lincoln, NE 68508

SERIALS CATALOGER

The Baker & Taylor Professional and Technical Center has an opening for a serials cataloger. This requires cataloging and classifying of serials and monographs in series using AACR and LC. Additional responsibilities include supervision of data editing and input according to MARC tagging structure. ALA-accredited MLS with 5 yrs.' minimum serials cataloging experience required. Salary range $13,270–$19,560 commensurate with experience and qualifications. This is a national company with excellent fringe benefits.

Please extend resume and salary requirements:

Asha Capoor, Manager
Bibliographic Control
The Baker & Taylor Company
6 Kirby Ave.
Somerville, NJ 08876

An equal-opportunity, affirmative-action employer.

MARKETING REPRESENTATIVE

Informatics Inc. is a leader in the development of automated library services such as the MINI MARC, the premier product of our Library Information Services Division. We're searching for a Marketing Representative who will be responsible for assisting in the direction of marketing strategy, developing sales leads, contacting potential customers, and demonstrating products.

An M.L.S. degree is required and some experience with automated library systems is desirable. The ideal applicant will have a background in MARC Bibliographic format and/or library networking experience at a regional or state level.

The base salary is $20,000-$22,000 PLUS a liberal commission plan. We have a comprehensive benefits program and top potential for professional growth.

If this sounds like the challenging opportunity you're looking for, we want to hear from you now. Send your resume in confidence to: David Hall, INFORMATICS INC., 6011 Executive Blvd., Rockville, MD 20852. An Equal Opportunity Employer.

informatics inc | **Library Information Services**

Classified ads not related to library employment appear on the last page of this issue.

(Continued from p. 592)

What can be done to stem this tide and complete the unfinished business of elementary school library development?

Selling What We Do

All libraries survive and prosper on understanding, trust, and support from their constituencies. Yet, a substantial part of the school libraries' public is either working to reduce funding or allowing funds to be cut. Clearly, there is a lack of understanding and commitment. In some cases, perhaps, the library media specialist has failed to deliver on the promises of meeting user needs, or has failed to communicate to the public the importance and contribution of the program in the education of children and young people. The library profession as a whole has not been fully effective in communicating its program of services to users, the general public, and the decision makers. The prerequisite for the establishment, development, and survival of any service agency is that it be focused on meeting clearly defined user needs.

The school library media program attempts to meet user needs by providing the following services:[1]

Access to materials, equipment, and space: providing resources and space needed to meet curricular or personal needs.

Reference services: to assist and provide help in locating and interpreting information so the user can find and apply the resources of the school or community to specific needs.

Production services: enabling students and teachers to produce visual and audio materials to communicate their ideas and information.

Instruction: involving visual, tactile, and aural media. The use of learning resources helps the student develop skills to become a self-reliant and critical user of information resources. In addition, instruction encourages enthusiasm for learning and an appreciation for products of the human imagination.

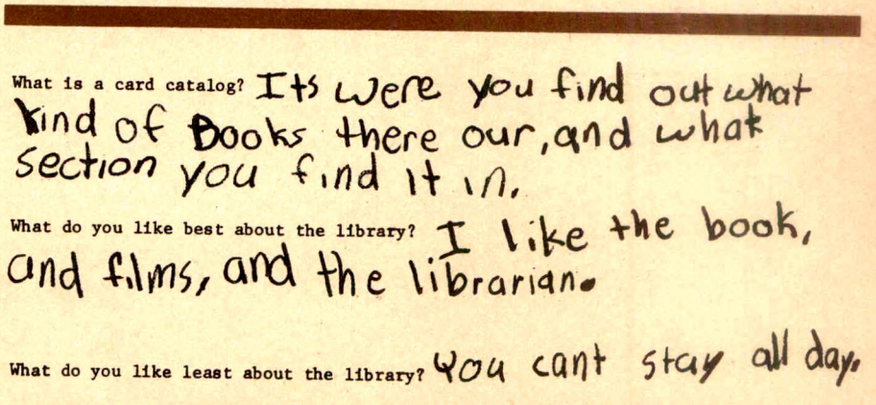
Consulting services: to assist teachers in applying resources effectively to the learning experiences of children and young adults.

Communication of this program to users and the public is critical if it is to develop and gain continued support.

Recent work done by James Liesener[2] and David Loertscher[3] gives some interesting insights into how we are doing. They both conclude that even in good programs the users—teachers, students, and administrators—understand only between 50 and 60 percent of the services library media specialists claim to provide. If this is true, imagine how much less other important decision makers and the general public know of our programs.

Ends over Means

For years the library profession has had a serious problem in confusing means and ends. We have tended to communicate our programs in quantitative terms, i.e., number of materials, equipment, staff, and square footage of facilities (means), rather than in terms of user services (ends).



The public could care less about our quantities! If we are to gain greater support we must communicate library programs in terms of the quality of user services. Every individual library media specialist must take the initiative first in understanding the user services program and then in aggressively communicating that program to users, decision makers, and the general public. The planning process developed by Liesener provides critical focus for each individual effort.

To accomplish things we cannot do alone, we form groups. School library media specialists must use the mechanisms provided by local, regional, state, and national associations to communicate and institutionalize good programs, and they must do so in cooperation with people from all types of libraries.

Every decision related to the allocation of resources is a political decision. Laswell defined politics as "who gets what from whom and how." Librarians can no longer assume they will be recognized and rewarded if they do their job well. They may find their budget cut just the same. Library media specialists must compete aggressively in the political arena if they are to win increasingly scarce resources. The library profession must stop talking only to itself about its problems and get to those who can help in the change process.

Starting Points

Let's face it. Led by the American Association of School Librarians (AASL), ALA should join with the Association for Educational Communication and Technology (AECT) to form a coalition of interests. The coalition would approach targets such as school administrators, principals, curriculum coordinators, teachers, parent-teacher associations, school boards, and library boards. The approach to these groups must be carefully planned at the local, state, and national level if any follow-up action is to result.

There are two necessary strategies: 1) to inform the groups about the role and function of good school library media programs so that individuals can help in the effort to develop and keep good programs at the local level; 2) to develop the many interest groups into an advocacy force fighting for required school library media service programs, including staff, at the state and multistate regional level.

The primary method of institutionalizing school library media programs at the state level is to get state boards and departments of education to establish mandates in their rules for the operation of schools. Several states have already done it, and their experience could be used to expand the practice.

Regional accrediting associations provide another mechanism. Many schools voluntarily join and participate in these regional organizations and abide by their rules. The groups mentioned above might direct their efforts toward includ-

1. James Liesener, *A Systematic Process for Planning Media Programs*, ALA, 1975.
2. Ibid., p.13.
3. David V. Loertscher, *Media Center Services to Teachers in Indiana Senior High Schools, 1972–73*, Ph.D. dissertation, Indiana University, 1973.

ing standards on library services and upgrading existing standards in the regional rules.

Many states are increasing state funding of education to reduce the reliance on local property tax. As a corollary, control of the schools is increasingly moving toward state legislatures. In the rule making that goes along with increased state control, librarians should work closely with interest groups to include standards providing for library media services and staff.

The development of multitype library networks offers another excellent opportunity for instituting requirements for school library media services. Networks cannot take over the job of providing local library service, but are supplementary to that service. As a condition of network membership, state library agencies, state boards of education and higher education, and all interest groups should insist schools establish and maintain good local library service and provide adequate staff.

No library is an island; it is just one outlet in a growing network of service agencies. Library information service is no stronger than its weakest link. A united and determined profession must work to provide excellent library information services to people of all ages and organizational affiliation in this country. Tailoring library services toward the development of America's greatest future resource—its children—is a job for professionals. Let's start getting that idea across. □

Role of the Paraprofessional in the School Library

by Joan B. Myers

Today educators are asking, "What is the role of the school librarian?" Unlike specialized reference or acquisition librarians in large systems, school librarians are *generalists.* Few schools employ more than one. School librarians are media center administrators and materials and curriculum specialists. In addition, they are certified teachers, responsible for instructing students in skills they need to become independent library users. They also must motivate students to read, providing individualized reading guidance.

School librarians, therefore, work two jobs: as teachers and as library organizers and managers. Either could be a full-time occupation, but at the very least, librarians need support staff to help with this double responsibility.

Large institutional libraries have diversified nonprofessional staffs including pages, clerks, secretaries, and paraprofessional personnel. Since the school library cannnot afford such luxuries the librarian usually must be content with one nonprofessional employee. Who shall the employee be? The answer is a paraprofessional trained to handle as many clerical and mechanical (nonprofessional) tasks as possible, permitting the librarian to concentrate on the professional aspects of the job.

Paraprofessionals need technical, rather than secretarial, training for such jobs. The more intensive and thorough instruction they receive, the more effective job they do. They usually receive training on the job or by completing a two-year library technician's course at a community college. Institutional inservice instruction most often zeros in on the immediate skills a particular institution needs, while the community college program prepares its students in all technical skills.

The Philadelphia School District has gone both routes. It has paraprofessionals who have completed a two-year course at Community College of Philadelphia and those who have received training from the supervisory staff in the Division of Libraries.

Inservice Course

In the 1960s, when the school district first hired library paraprofessionals called library instructional materials assistants (LIMA's), this author and another library supervisor developed a three-week inservice course for 35 participants. The course was conducted in a school that was preparing to open a new library. Participants received practical "hands on" experience as they learned library organization, shelving, circulation, book processing, and ways to handle audiovisual equipment and materials.

The course also included an overall introduction to the philosophy of the school library and its place in the total educational pattern. At the conclusion, the instructors gave an examination to test the inservice program's effectiveness. Each participant received a packet of materials for reference. The kit included samples of catalog cards, school district requisitions, and pages from an accession book; a glossary of library terms; a list of divisional personnel; and in-house booklets on simplified filing rules, book processing, and the Dewey Decimal System. As successive groups of paraprofessionals were hired, the school district reduced the inservice program to two weeks and placed the paraprofessionals in schools.

One of the most successful projects the Division of Libraries participated in was a two-year, work-study program for library paraprofessionals. The sponsors were the School District of Philadelphia, the Philadelphia Employment Development Corporation (U.S. Department of Labor), and the Community College of Philadelphia, which has a two-year library technician's course. Of the 50 men and women selected for the program, approximately 30 had high school diplomas. Thirty students enrolled in Community College of Philadelphia; the other 20 enrolled in the school district's high school diploma equivalency program, and, after completing it, joined the first group at Community College..

The participants worked each morning in the school library, under a librarian's supervision, and attended afternoon courses at Community College. They followed a program tailored specifically to them and took 15 credits a semester.

The participants took not only the required specialized courses in technical processing and media, but also regular college courses in sociology, psychology, English, history, and basic mathematics. The combination of technical and liberal arts courses gave them breadth and scope, enabling them to relate better to their clients.

Among groups of professionals, the question usually arises on the role of the paraprofessional in the future. Will their number and responsibilities increase? Probably so, and not just in librarianship. People are becoming dental and engineer record assistants, paralegals, and paramedics. In many fields, complex career ladders provide job mobility.

Since the library profession probably will not experience tremendous expansion, it is safe to conclude that wherever there are libraries and librarians, there will be paraprofessionals. One can also say with assurance that librarians will never go back to typing pockets and cards. □

Joan Myers is director of libraries for the Philadelphia School District.

Networking: An Old Word Goes Back to School

by Alice Fite

"Networking" among libraries wishing to exchange information and resources has become the oldest catchword in the business. Yet the involvement of school library media centers in networking is neither easily undertaken nor readily identifiable. "School Media Programs and Networking; A Position Paper," prepared recently for the National Commission on Libraries and Information Science, failed to indicate extensive or consistent school library participation in statewide networks. Schools in fewer than one-tenth of the states participate systematically in multitype library networks. In fact, state regulations forbid school participation in some regions.

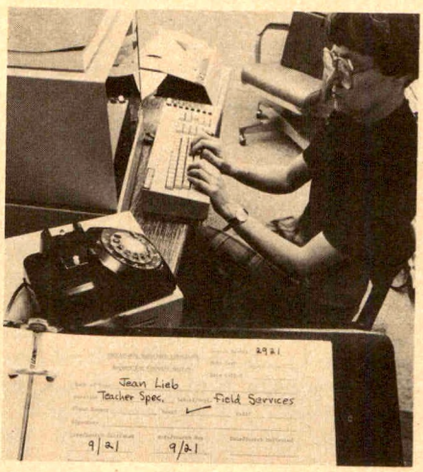
What is the reason for low school involvement in networking? Do board of education policies place rigid, compulsory restrictions on the interlibrary loan of school library materials and equipment? Do school library media specialists fear additional duties when staff and materials are inadequate for existing demands? Or are they indifferent to the philosophical concept underlying full service networks, which assure every individual equal access to information?

Such fears may exist in the minds of those unfamiliar with the unique contribution school libraries can bring to local, state, and regional networks. But many school library media specialists recently have become convinced that membership in a network results in improved service. They are willing to share, revise policies, and communicate with other librarians to develop an effective library cooperative.

Resources Worth Sharing

School library media specialists need not be defensive or apologetic in defining their role in networking. The contribution which schools can bring to small single-type or large multitype networks is significant. Schools have large collections of educational resources and instructional technology. Their programs integrate all types of media into the curriculum to meet instructional objectives.

School libraries represent a giant reservoir of resources and information. Beginning with the National Defense Education Act of 1958 and the Elementary and Secondary Education Act of 1965, federal legislation has influenced the collections of print and audiovisual materials in school library media centers. In fall 1974, the National Center for Education Statistics reported that 507 million library books and 68 million titles of audiovisual materials were available to students attending the 74,625 public schools with central media centers.



Students and teachers are linked to info banks via the Montgomery County (Md.) Public Schools' Professional Library.

Today, print, visual, auditory, and tactile materials and equipment are continually selected and evaluated for their timeliness and responsiveness to educational concerns. School policies for selecting instructional materials guarantee a balanced collection of extensive children's and young adult literature and comprehensive multimedia instructional materials meeting curriculum goals.

Data Base Technology

The changing role of the school library media specialist complements the concept of networking. Basic to the specialist's philosophy is the principal of increasing the user's access to information resources of all kinds; therefore, specialists are oriented toward the principles of networking. They are prepared to apply educational technology to information storage and retrieval as well as instruction. They also have a unique understanding of how to use data bases in identifying and locating information.

For example, the Professional Library, the central professional library for the Montgomery County Public Schools (Md.), reported completing 876 online searches for school employees in 1977. It also provided online DIALOG searches to county residents through a combined network of the Professional Library, the Montgomery County Library System, and Montgomery College. In 1977, the Professional Library gave students from three high schools access to the New York Times Information Bank. The pupils presented their requests through library media specialists or visited the Professional Library to monitor their own searches.

Underlying Commitment

The American Association of School Librarians (AASL) believes interlibrary cooperation will increase the quality and accessibility of library services and materials. AASL was one of several ALA divisions cosponsoring the program "Mobilizing Total Library Resources for Effective Service," at the 1969 ALA Annual Conference in Atlantic City. The conference asked librarians to work with their state and national organizations to bring library resources together.

In 1974, at a meeting of AASL and NCLIS representatives, former AASL President Bernard Franckowiak asked for a review of the school library position in networking. That position is reflected in the NCLIS program document, *Toward a National Program for Library and Information Services: Goals for Action* (1975).

Nothing can replace the satisfaction of a student whose needs are met in an individual school library. But media specialists cannot satisfy every student request at the local level. In response to the national goal that every K-12 student have equal access to information, AASL extended its commitment to networking by developing a set of standards with the Association for Educational Communications and Technology. *Media Programs: District and School* (1975) urged library media personnel to share resources with other schools and libraries and to participate in regional, state, and national networks.

No one school district can provide students with the necessary range of instructional materials and equipment. But contractual arrangements between school districts for sharing technical processes, film collections, selection centers and other resources can be mutually advantageous. Regional curriculum laboratories and state telecommunications systems could also be established.

Single-Type vs. Multitype

The single-type network is not new in school librarianship. An awareness of the regional concept developed in the 1960s, when schools in large geographic areas

Alice E. Fite is executive secretary of ALA's American Association of School Librarians. She served on the NCLIS Task Force on the Role of the School Library Media Program in Networking.

acknowledged the difficulty of providing equal information resources to all students. Individual states organized regional educational service centers, which developed sophisticated collections of media program materials. Today, many regional centers feature large film libraries, evaluation and selection centers, facilities for local production of audiovisual materials, and personnel prepared for inservice training.

Productive programs are found in New York, Michigan, Iowa, Texas, and Oregon. New York's Board of Cooperative Educational Services (BOCES) is a regional network of 44 service centers financed through school district contracts. The Oswego County Board of Cooperative Educational Services in Mexico, N.Y., provides materials, technical services, instructional television, and inservice instruction to teaching staffs, school administrators, and local community groups.

School library media centers adapt easily to single-type networks involving other schools because all network participants have similar funding sources, governing structures, and operating procedures.

But recently, schools in Colorado, California, Washington, and Illinois have been joining multitype networks with nonschool components. They are not experiencing the cohesiveness of single-type networks, for in multitype cooperatives, operational procedures are geared toward public libraries or state library agencies. Nonetheless, the goals for single-type and multitype cooperatives remain similar.

The Washington Library Network reports one-fourth of its 200 members are school districts cooperating at the local, regional, and state levels. Some districts circulate books to the public library for summer reading programs. One has established a delivery system between the schools and the local public library. Two regional educational service centers are sharing their facilities with regional public libraries. Media professionals from the Office of the Superintendent of Public Instruction meet regularly with the State Library staff to exchange information about the network's activities.

Toward Bigger, Better Networks

A decade after the ALA conference in Atlantic City discussed "Mobilizing Total Library Resources," leading school librarians still are questioning the amount of school participation in networking, particularly in multitype cooperatives.

For one thing, they lament the paucity of networking plans granting full shares of governance, responsibility, and participation to school library media centers. In the development of such plans, all types of libraries must have equal representation. In multitype networks, school representatives must have a voice in the initial planning stages, in writing the rules and regulations, and in endorsing the legislation. Only equal representation will mitigate the fear of losing local autonomy.

Flexibility is essential among network members, whose priorities may vary considerably. When the interests of all members are considered, fears of the larger libraries controlling the smaller and the smaller libraries overusing the larger will disappear.

Networks must establish a legal base which is acceptable to the librarians, the library boards, and the boards of education responsible for governing school libraries. The responsibility for network leadership and coordination must be clearly identified, as in the action of Colorado in 1975, when the state adopted legislation creating multitype regional library systems. The State Board of Education approved a planning period for all system members to make organizational suggestions. Today, Colorado's regional library systems have governing boards with at least one representative from each type of library.

AASL's Networking Role

The change we need in order to create a workable environment for school involvement in networking has been articulated in a brand new report from NCLIS. In 1977, NCLIS appointed a Task Force on the Role of the School Library Media Program in Networking with recommendations and assistance from AASL. The task force included school librarians and superintendents, library educators, and personnel from the U.S. Office of Education. Their purpose was to "clarify, delineate, and describe the role of the school library media program within the national program of libraries and information science."

The task force report, accepted by NCLIS Sept. 22, recommended that:

1. AASL establish a clearinghouse for information about school library media program involvement in networking.

2. In cooperation with other professional associations, AASL develop and disseminate plans for a comprehensive public relations program directed to all types of libraries and the general public.

3. In cooperation with other professional associations, AASL design and produce resources to assist state and local leadership groups in promoting effective library networks including schools.

4. In cooperation with the Chief Officers of State Library Agencies and the Council of Chief State School Officers, AASL secure funding for a national institute to acquaint state education and library agency officials with the role of the school library media program in networking.

5. In cooperation with other national associations, AASL secure funding for planning, research, and publications about networking, and determine actual costs of interlibrary transactions.

AASL is identified in several other intermediate recommendations which have been written to alleviate the psychological, political, funding, communication and planning problems which have stymied the full participation of schools in interlibrary networks. Possibly we have come to the place where a complete merger of library resources, bringing full library service to all citizens, is a reality rather than a dream. □

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4. Bernard Franckowiak, "Networks, Data Bases, and Media Programs: An Overview," *School Media Quarterly* 6:15-20 (Fall 1977).

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The Making of a School Librarian

by Kay E. Vandergrift

Accreditation and certification are the means by which the school library profession achieves competency and commitment. Accreditation addresses the process of passing on professional knowledge to new generations of practitioners; certification identifies and vouches for individual members of the profession.

Certification, as a means of professional socialization and quality control, must keep abreast of changes in society and school librarianship. Many factors influence certification requirements, such as the trend toward competency-based education and the unionization of teachers and librarians. Another important factor is the information and media explosion, which is determining the kind of personnel school media centers need.

AASL's well known 1975 publication *Media Programs: District and School*[1] lists general competencies school media specialists should develop and identifies many responsibilities they will have to meet on the job.

The document was partially the basis for AASL's *Certification Model for Professional School Media Personnel*[2], published the following year. Using previous standards, task analysis studies, and various certification statements, the document guides state and regional agencies in planning their own certification programs. Unfortunately, it is one of the most underrated, ignored publications in the school library profession.

The document says different levels of certification are necessary for school media specialists. It calls for procedures to reassess professionals for advanced certification beyond the entry point. An underlying tenet of AASL's model is that certification is a life-long process rather than a once-in-a-lifetime achievement. Such ideas, to date, have not had any major influence on state laws. More significantly, they have not been reflected in library education or in the dialogue of practicing professionals.

Each statement in the model list of competencies derives from a body of research data from many fields concerned with the school media specialist's performance. Users should begin by selecting those statements that meet their particular priorities. Next they should determine the degree of proficiency they expect at the basic and advanced levels.

For example, one item within the model reads, "Design, develop, and write proposals for the acquisition of local, state, and federal funds to support and extend media programs."[3] Professionals should respond to this competency by asking how important it is in their state and at the basic entry level of the profession.

Next they must determine whose responsibility it is to provide a means to achieve the competency. Is it the obligation of the state or the library school? Or is the competency best achieved by working with an experienced professional in the field?

Many alternatives must be considered for each item in the AASL model. There are no easy answers or prescribed procedures to follow in devising an appropriate set of certification requirements. Thus, the model merely helps school media professionals reconsider their priorities and determine means of creating certification programs which truly reflect what they value in their profession.

Several problems and constraints adversely affect certification processes nationwide.[4] Undoubtedly the most difficult problem is the confusion stemming from the autonomy of individual states, each of which establishes its own certification laws. States generally use the same legislation to certify teachers and school media specialists—which can cause some problems when the major trends or concerns of one field are not consistent wtih those of the other.

For example, although librarianship has striven for increased accountability in recent years, the profession has not moved toward competency-based programs as emphatically as education has. Thus many aspiring school media specialists in states where competency-based teacher education is the law are attending library schools that do not offer competency-based courses.

In such instances, those responsible for certification in the library school must identify the competencies they believe are acquired in various courses, even those taught by colleagues opposed to the competency-based movement. Obviously, the prospective school media specialist suffers in such situations, as does one's faith in certification procedures.

State certification laws are not only confusing; they also are open to a great deal of interpretation. Descriptive statistics on state certification requirements do not necessarily reveal requirements for students in specific state-approved programs.

For example, New York is not one of the 18 states requiring some sort of field study or practicum for certification. But the program with which this author works at Columbia requires field work with an accompanying seminar. To add to the confusion, New York certifies three different types of school media position, each with its own title and both provisional and permanent certification levels.

The many ways of interpreting an individual's credentials makes it possible for the same set of transcripts to be rejected for certification one week and approved the next—an unconscionable state of affairs for any profession.

Reciprocity and Idiocy

Another problem related to the autonomy of individual states is reciprocity. Reciprocity has been a continual concern in all areas of certification, but it seems to be a particularly thorny issue for school media professionals. In part this is due to the lack of parallel terminology for ourselves and the work we do. We expend too much of our energies arguing over whether we should be called school librarians, school media specialists, or one of the several other variants of these titles, rather than getting on with some of the more critical issues of the profession.

Perhaps the greatest deterrent to reciprocity is the vested-interest syndrome within individual states. A graduate of one state's school will almost certainly be eligible for a school media position in that state, while graduates of a program across the border—even a more

Kay E. Vandergrift is an assistant professor at the Columbia University School of Library Service. Chair of the Education Committee, American Association of School Librarians, she represents AASL on the Advisory Council of Associated Organizations for Teacher Education.

prestigious program—may have to take additional course work or battle a whole pack of paper tigers for the same eligibility.

In an age of mass communications in a mobile society, our nonreciprocal certification standards border on idiocy. One is or is not a competent school media specialist; crossing a state line changes nothing.

State autonomy and nonreciprocity in certification can be discussed with some objectivity because their control rests outside our own professional groups. Obstacles resulting from internal conflicts and confusions are more difficult to put into perspective.

The antagonism between undergraduate and graduate degree programs has been going on for many years. One must hope the two sides will stop repeating the historic arguments and take a fresh look at the issues in light of today's professional standards. Those who blindly insist the professional degree is the master's must ask: Is a chemistry major with 18 to 36 credits of library education necessarily better prepared for work in a school media center than an undergraduate library major who takes 32 credits of library education in a four-year teacher education program?

Even this question may be moot. As I see it, the big problem is that a one-year program in library school brings permanent certification to those with no background in librarianship, education, child development, or any of the related disciplines, while those from a four-year undergraduate program receive only provisional certification. I would certainly agree that the graduate degree is the professional degree; but can solid graduate work come from students with no undergraduate work in the field?

If we accept the recommendation of the *Certification Model for Professional School Media Personnel* that there are various levels of certification, and if we specify the requirements for each, the kind of institution in which one receives provisional or entry-level certification may fade into the background. Many of the undergraduate schools training school media specialists are now also offering master's degrees. We need to know how many of the provisionally certified media specialists from these schools earn permanent certification in an appropriate master's program. This is the normal pattern for much of teacher education, and, if it holds true here, it is the graduate schools awarding permanent certification for a one-year program which should be carefully reviewed by the profession.

Some Better Ideas

There are some alternatives to be considered. The profession might encourage undergraduate schools to offer programs leading to a provisional certification and then develop graduate programs through which media specialists can not only earn an advanced level of certification but can truly specialize within the field. There would be bugs to iron out, but our profession would gain what most others already have: the opportunity for members to build upon basic competencies and to delve deeper into an area of particular interest in a master's-level program. If we are to continue with the graduate-level program as the basic education for school media specialists, we must consider the very real prospect of two-year programs.[5]

Regardless of our individual stances on these issues, our basic concern is what we can do as professionals to improve the services of school media specialists. We know we must exercise standards of quality control regulating entrance into and performance within the profession; just how to do so is the problem. I do not have the solutions, but I have a suggestion or two as to how we might begin.

First, we must encourage participation in the professional associations, so that library educators and experts in the field can work together. Second, once we have hammered out some agreements among ourselves, we must exercise the political power to put across our professional concerns.

If we are committed to rigorously monitored programs of education for school media specialists, we cannot expect state legislators to do that monitoring for us. Laws change slowly and may not reflect current theory and practice. We must be responsible, as a profession, for such control.

If we believe that a general, broadly applicable education in librarianship is inadequate for those who would work in school media centers, we must insist on specific courses or competencies for certification. Galvin may believe that vocational skills are narrow and subject to obsolescence and that we can design swords to double as plowshares in library education;[6] but if school media professionals are convinced that halfway measures are not good enough for the clients we serve, we must develop and enforce our own finely honed instruments of education.

A third approach to higher standards for our profession is to join with other groups concerned with the education of educators. AASL is one of about 20 such groups in the Associated Organizations for Teacher Education (AOTE), whose members are concerned with various levels of personnel development in all fields of education. Representatives to AOTE's advisory council, one or two from each member association, are collecting guidelines for professional education or certification in their areas of expertise or encouraging their associations to prepare them. Much of AOTE's June 1978 meeting focused on *Educating A Profession,* the report of the Bicentennial Commission of the American Association of Colleges for Teacher Education, a document with implications for all involved with the certification of school media specialists.[7]

The provision of competent and committed personnel in the schools is our basic professional goal; and the certification process, despite its problems and constraints, is still the best means we have of achieving that goal. Improved standards for certification are necessary if future generations of information users are to receive the kind of introduction to and appreciation of libraries that a talented and well trained school media specialist can provide. □

Notes

1. American Association of School Librarians, ALA, and Association for Educational Communications and Technology. *Media Programs: District and School.* Chicago, American Library Association, 1975.

2. Certification of School Media Specialists Committee. American Association of School Librarians. *Certification Model for Professional School Media Personnel.* Chicago, American Library Association, 1976.

3. Ibid., p. 11.

4. Some (but not all) states accredit or approve programs for the education of school media specialists. Alternatively, certification may be obtained by an individual either through completion of an approved program or through individual application when a specified set of requirements have been met. The reader should keep in mind that the accreditation of library schools granted by ALA is a separate and distinct activity.

5. Perhaps the best summary on this topic of two-year programs is provided in the following article: Dowell, Arlene T. "The Two-Year Master's: Perspectives and Prospects." *Journal of Education for Librarianship.* Vol. 18 (Spring 1978):324–35.

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American Association of School Librarians

by Anna Mary Lowrey

The American Association of School Librarians, a division of the American Library Association since 1951, represents the nation's elementary and secondary school library media specialists. From the beginning, it has focused its energies on the three prerequisites to professional effectiveness at a national level. First, it has provided a national communications center, a clearinghouse, for school librarianship. Second, it has developed widely accepted professional standards. And third, it has disseminated information concerning school libraries for the education of all groups.

Although the educational and societal climate surrounding school media center programs has created drastic and frustrating problems, these three activities are as relevant today as they were in the '50s. The difference lies in the methods of response to the more sophisticated and compelling demands of society.

Communication within the Field

Media centers should themselves be a focal point of communication, yet we who administer them frequently encounter problems in communicating with our coworkers, related professionals, and the public. AASL gives its members a medium for the exchange of ideas, a forum for all points of view. Three recent developments within AASL are examples:

During the 1978 ALA Conference in Chicago, representatives of 51 state and regional organizations gathered at the first Affiliate Assembly "to provide a channel of communication" to AASL and to interact with one another. By ALA Midwinter 1979, the Assembly will have elected three representatives to the AASL Executive Board.

Through a new "outreach" arrangement, the president of AASL will be attending board meetings of the Association for Educational Communications and Technology, and vice versa. In addition, a new AASL task force will explore further communication and cooperation with AECT.

Anna Mary Lowrey, *currently president of AASL, has worked in all levels of school librarianship, at ALA in the School Library Manpower Project, and as a California Education Dept. consultant. She is an assistant professor at the SUNY/Buffalo library school, where she coordinates the school media specialist program.*

Standards for the Profession

The guidelines for school media programs are well articulated in *Media Programs: District and School* (1975). The difficulties of the '70s, however, have blocked program implementation in many instances and have eroded prior gains for others. AASL strongly believes that levels of quality should not be lowered, nor standards revised downward. Rather, the association persists in its efforts to retain its values. The members need a thoughtful position statement, reaffirming the guidelines document and offering suggestions to help the school library media specialist cope with the crisis-ridden situation of the moment. An AASL committee is working on just such a statement.

"Ben Franklin" displays his gallantry to Johanna Wood at an AASL reception.

The chopping of professional staff in school media centers is one of the greatest concerns faced by the profession. Through the excellent efforts and testimony of Alice Fite, executive secretary of AASL, the association has helped save all or part of the professional positions in jeopardy in districts of Hawaii and Pennsylvania and in institutions accredited by the North Central Association of Schools and Colleges.

A new AASL library education committee is developing standards and guidelines for the accreditation of undergraduate and graduate programs for school library media personnel. Guidelines in this area are important to assure the entrance of well prepared, quality graduates into the field.

Information to All

One of the main objectives of AASL is to provide information of benefit to both the profession as a whole and the individual practitioner. This information is disseminated through such means as workshops, publications, conferences, and communications from the executive office. The 1979 AASL program in Dallas, for example, will present an opportunity for school library media specialists to learn more about PL 94-142, the Education for All Handicapped Children Act, and its effect on the media program. An AASL committee is studying regional programs as a possible vehicle for bringing professional meetings closer to the practitioner. A new AASL publication series entitled "Focus on Trends and Issues" should prove an invaluable source of information.

Priorities

Some of the current trends and high priority issues of education in general are discussed elsewhere in this report. AASL, of course, has a vested interest in the specialized field of school media programs; but, like all other specialized organizations, it functions best when it recognizes that many concerns within a discipline tend to intersect and converge. It cannot develop its priorities in a vacuum.

The truly effective professional association is many-faceted in its approach to a general, philosophical goal. The primary goal of AASL is to insure that elementary and secondary students will have the educational and personal benefits of quality school media programs. To accomplish it, in addition to the main activities described above, the association encourages research, and supports freedom of access to information for children and young people.

The association's specific activities and top-priority projects vary, depending on the current and most crucial needs of the profession. In these critical times of economic deflation, parent discontent, and professional pessimism, we cannot afford to have our energies totally expended on extinguishing the "brushfire" crises. Rather, we are directing our strength toward safeguarding the financial gains of the '60s against the adversities of this decade. We are monitoring the pulse of society and educational change, ready to modify our plans of action as we distinguish between the expedient and the essential.

The Membership Role

Both long and short-range planning of AASL activities must evolve from the needs of its thousands of members. The organizational structure now encourages the expression and communication of those needs. Although the division's resources may not allow it to live up to the expectations of every member, AASL's commitment to the importance of the individual has been shown many times in the past and will continue to distinguish it from the many large and impersonal organizations in education. □

Prize Article Competition Returns

Round V: November 15 to April 15

After evaluating the first four rounds of the *American Libraries* Prize Article Competition, *AL* instituted some changes in the competition and announces the start of Round V.

Entries for Round V will be accepted from Nov. 15, 1978, to April 15, 1979, and the final judging will be completed by June 1. The competition will conclude next fall with Round VI. Specific dates will be announced in *AL*.

To encourage and reward more authors for their efforts, the prize structure has been expanded. Each round will have three winners—first place will receive $750; second, $500; and third, $250.

American Libraries Prize Article Competition is sponsored by a J. Morris Jones-World Book Encyclopedia-ALA Goal Award and a Bailey K. Howard-World Book Encyclopedia-ALA Goal Award.

RULES

1. Eligibility: Open to all residents of the United States and Canada and all personal members of ALA except ALA staff employees and their immediate families.

2. Originality: All manuscripts must be the original, unpublished writing of the entrant. Quotations and sources must be acknowledged.

3. Exclusive Rights: Entries must be submitted exclusively to *American Libraries* during the course of each round. Upon their return, manuscripts may be submitted elsewhere. *AL*'s use of winning entries or those otherwise accepted for publication is on a first serial rights basis; authors retain the copyright to their works.

4. Number of Entries: One manuscript per entrant per round. A manuscript may *not* be resubmitted in its original form, but may be revised and resubmitted to *one* other round.

Johanna Wood

Daniel Duran

Nancy Melin

Harold Goldstein

Norman Stevens

New Panel of Judges Named for Prize Article Competition

As the *American Libraries* Prize Article Competition enters its fifth round, a new panel of judges takes over the reviewing process. *American Libraries* seeks to balance each panel with librarians who represent the breadth, depth, and energy of the library field.

The panel for the fifth round is as follows:

Now serving as president of REFORMA, the National Association of Spanish-Speaking Librarians, Daniel Duran received his Ph.D. in library science from the University of Wisconsin/Madison. He has worked as an outreach librarian in the Richmond (Calif.) Model Cities Area and has been project director of an Office of Education-funded study of Spanish-speaking communication behavior. Over the past five years he has conducted workshops and programs in various states. Last month saw the publication of his book *Latino Materials.* At present in transit, he is completing work on another book to be published next year and continuing his research in communication behavior.

Considered an expert in audiovisual library services, Harold Goldstein, who holds a doctorate in education, is dean and professor of the Florida State University School of Library Science. Among the various library positions he has held are director of library services with the United States Information Service in Sri Lanka, director of the Davenport (Iowa) Public Library, and professor at the University of Illinois GSLS. He has conducted surveys as a consultant of film services for three states and has also done surveys of public library services at the local and state level. A former editor of the *Journal of Library History,* he has written and edited numerous works.

Nancy Melin heads the serials/microforms departments at the Central Michigan University Library. Having received a master's in library science from Simmons College, she has worked as a serials librarian at the University of Vermont Library and a bibliographer at the University of Connecticut. She has served on the OCLC Serials Advisory Group and has lectured widely on serials topics. She is the editor of *Serials Review,* the compiler of the fourth edition of *International Subscription Agents,* a contributor and adviser to the third edition of *Magazines for Libraries,* and has written two chapters of a forthcoming book on serials management and other articles on serials.

Norman Stevens is university librarian of the University of Connecticut Libraries. A Fulbright scholar, he earned a master's and Ph.D. in library science at Rutgers University. Before starting work at Connecticut, he served as a circulation assistant, cataloger, public services librarian, and acting director at Rutgers and acting director at Howard University Libraries. He currently chairs the NELINET Executive Committee and serves on its Finance Committee. In addition to about 30 articles and over 35 reviews, he has written or edited several books, including *Landmarks of Library Literature, 1876–1976.* He directs the New England Academic Librarians' Writing Seminar.

Holding a master's in library science and a Ph.D. in curriculum/educational technology, Johanna Wood is media coordinator of the Competency-Based Curriculum Center of the District of Columbia Public Schools. Previously she worked as the assistant director of school libraries for the D.C. system. Besides writing articles on media programs and concerns and speaking on these topics, she has produced a film on the definition of a competency-based curriculum and a slide-tape presentation on media centers. A former member of the board of directors of the American Association of School Librarians, she is currently an ALA councilor and national chairperson of the AASL Legislation Committee.

5. Length: Minimum: 2,500 words. Maximum: 4,000 words. *No exceptions.* Footnotes, bibliographies, and source notes are not included in word count. For charts, graphs, and diagrams, estimate the number of horizontal lines as closely as possible and multiply by 10 for word count.

6. Preparation of Entry. The following must be adhered to exactly. Typed, double-spaced, on standard 8½ x 11 paper. *Each line must be approximately 50 typed characters wide, with ample left and right margins.* (For example, set your typewriter margins at 20 and 70.) *Do not exceed 55 characters.* Manuscripts typed to other line widths will be returned, as will carbons, photocopies, or other nonoriginal copies.

Entrants should make one copy for their own files. The *Chicago Manual of Style* guidelines or any consistent style of manuscript preparation is acceptable. Footnotes should be kept to a minimum, and substantive information incorporated into the text.

7. Identification of Entry. A cover sheet with the following information: Round number; full title of entry; name of author/entrant; home address and telephone; work address and telephone; position title. At the top of *each* page of the manuscript, type: the number of the round in roman numerals; brief title; and page number. E.g., V/Applying Word Processing to Library Data/1.

Do not put author's name anywhere but on the cover sheet.

8. Submission: Keeping one copy for your files, submit the manuscript in a 9 x 12 envelope to COMPETITION, American Libraries, ALA, 50 E. Huron St., Chicago, IL 60611. Do *not* enclose a self-addressed envelope or return postage.

9. Disposition of Entries: Manuscripts will be acknowledged by *American Libraries* and given a control number. The cover sheet will be held on file at *AL*, and a copy of the text sent simultaneously to each of five judges. Independently, each judge will rate every entry according to the criteria that have been established for the competition. The text will not carry the author's name, but knowledge by a judge of the author's identity—for example, as revealed in the text—shall neither disqualify that manuscript nor alter the judge's criteria for evaluating it.

Queries as to the disposition of the manuscript will not be accepted during the judging period. Winner of each round will be notified as soon as possible after the judges' decision. *AL* reserves the right to review all nonwinning manuscripts for a period of one month following the judging and to offer publication in *AL* at the normal honorarium. All manuscripts will be returned no later than two months after the judges' decision.

10. Judging: A panel of five evaluators is selected by the editor from the library field. (An evaluator is eligible to enter any round other than those he/she is judging.) Each judge receives copies of all entries and evaluates them independently by predetermined criteria. A manuscript is given a rating from 1 to 1,000 and returned to *American Libraries.* The winning manuscript for each round is the one earning the highest combined point total from the ratings of the five judges. In case of a tie, the editor of *American Libraries,* using the same criteria, will select the final winner. The editor also reserves the right to veto any winning selection on the basis that it fails to reflect the stated purpose of the prize competition. In the event of a veto, the next highest score becomes eligible for the prize. □

CRITERIA FOR JUDGES' EVALUATION OF ENTRIES *AMERICAN LIBRARIES'* PRIZE ARTICLE COMPETITION

Score each of the following ten aspects 1 to 100 points. A zero score in any aspect disqualifies the manuscript from competition, but not from review by *American Libraries* for publication at normal honorariums.

CONTENT

1. INFORMATION. Delivers a body of facts. Resources are authoritative. Original research methods are competent. Opinions are supported by information.

2. ANALYSIS AND INTERPRETATION. The facts are organized and examined, not merely enumerated. Concepts and/or hypotheses are presented which embody the facts and bear the imprint of the author. Difficult concepts are made manageable. Thoughtful interpretation leads one to a pointed overview of the subject. Knowledge as well as information is imparted. The article is substantially more than the sum of its sources.

3. BALANCE. Opinions are clearly distinguished from fact. More than one side of an argument is presented or at least acknowledged. The reader has a fair chance to judge the reliability of the information.

4. ORIGINALITY. Fresh, innovative, insightful. Shows an awareness of earlier thoughts on the subject, as well as an ability to go beyond them.

READABILITY

5. APPEAL. From the start, the article is inviting. It intrigues or motivates the reader; it encourages one to go beyond the first page. It sustains interest throughout. Its organization creates a forward momentum. It contains a succession of interesting facts and concepts clearly presented. An authoritative command of the topic promises substantial educational value.

6. CONCRETENESS AND CLARITY. It favors the concrete over the abstract. It is free of jargon and the turgid trappings common to "scholarly" writing. It gets to the point. It specifies. It asserts its point of view. It invites dialogue. It offers concrete points of reader identification. It rings with clarity. It never hides shortcomings of fact and reason behind academic obfuscation.

7. COLOR AND TONE. The voice is conversational but intelligent. It favors active over passive construction, sentences that build on strong verbs. It uses, when appropriate, examples, anecdote, contrast, irony, and wit. Expression is sincere rather than slick. In general, the writing is free of elements which intrude upon the smooth flow of information and ideas to the reader.

IMPACT

8. EDUCATIONAL VALUE. Edifies without preaching. Opens up new channels of action or understanding. Leaves one with a solid sense of enlightenment. An outstanding educational article might be emotionally as well as intellectually stimulating.

9. FORCE. Authoritative and persuasive without heavy-handedness. Intensity of conviction, strength of logic. Shows an awareness of trends, but does not derive its impact from ephemeral fashions and follies. Durable.

10. RELEVANCE TO LIBRARY SERVICE AND ALA GOAL. The article applies specifically to libraries and/or library work, and is consistent in spirit with the goal of the American Library Association: The promotion of libraries and librarianship to assure the delivery, to all, of user-oriented library information service: ideas, creative endeavor, facts, and data.

Personally Rewarding, But—

. .

ACTION Can Be Hazardous to Your Career

Library schools rarely mention the ACTION alternative, much less give credit for the work. The literature buries ACTION under "Volunteer Assistants." PR from ACTION itself is superficial. Little wonder that employers greet such overseas library experience with resistance born of ignorance and stereotyping.

by Rebecca Pixler

We were talking about professionalism that night: what it meant to belong to the American library profession and what were our particular places in it. Rain beat steadily outside the cheap hotel room in Rio de Janeiro.

"Maybe," said Elizabeth Chan, a Peace Corps librarian assigned to neighboring Paraguay, "I've ruined my chances forever for a job back in the States. But I'm glad I had this experience, even if I haven't done much by those 'professional' standards."

"I feel that way too," I agreed, remembering my own experiences as a VISTA volunteer librarian in Alaska.

Our thoughts and careers alike had paralleled, through our graduation from the University of Washington School of Librarianship to our enlistment in ACTION, the federal agency which administers the Peace Corps, VISTA, and other volunteer programs. Betty Chan had gone to the library of a regional secondary school in Villarrica, Paraguay; I, to the Alaska State Commission for Human Rights in Juneau, where I alternated a paralegal's duties with those of a library organizer for the commission's resource material.

We had volunteered less from a spirit of altruism than from a desire to create meaningful, if short-term, careers in a depressed library field. My assignment had ended just before my visit to Brazil; Betty was about to begin her final school semester. Soon we would be returning to the "real world" of American library service.

Professional Minority

As ACTION librarians we were a professional minority but not a rarity. The Peace Corps estimates it places about 20 librarians each year worldwide, which would bring the total since 1961 to somewhere over 300 persons,[1] not including the many librarians who may have been recruited under other position titles.[2] Few VISTA volunteers seem designated librarians,[3] but library programs have been used in community organization, remedial- or adult-education programs, and preschool activities.[4]

The number of ACTION librarians seems likely to remain stable or even increase as host countries and domestic agencies better define the skills they must recruit. ACTION librarians now tend to function as experts in developing specialized information services, and as staff trainers and consultants, just as they do at home.

Why join ACTION? Because it's exciting and challenging, a chance to do something different. It provides opportunities to discover new skills, put old ones to new use, and explore one's professional creativity. In addition, some librarians are motivated by altruism, desiring to improve the lives of those less fortunate. Older librarians often crown a career with the "treat" of a final ACTION assignment. There are also those recent graduates who want to put their MLS's to immediate use and postpone the frustrations of breaking into the library working world.

Betty Chan and I, members of the latter group, found it easy to join ACTION. VISTA will accept almost anyone whose references approach adequacy. The Peace Corps requires satisfactory completion of its language and culture training, but ACTION on the whole does not quibble over qualifications. There are no duels with personnel officers, no humiliation. The ACTION applicant is asked only to consciously make a commitment of self, time, and skills.

For one or two years the volunteer works harder than could have been foreseen, performing duties, giving advice, and taking on responsibility. With a minimum of supervision and often without resource material to fall back upon, a volunteer must rely upon initiative and sensitivity to get a job done.

Re-Entry Crises

Suddenly it is time to come home. ACTION veterans bring with them increased self-confidence and pride in their achievements and skills in human interaction—all summarized in newly expanded resumes. The response to their experience

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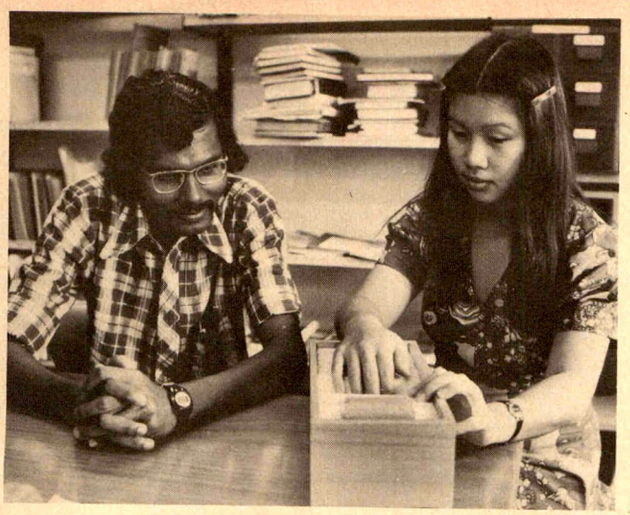
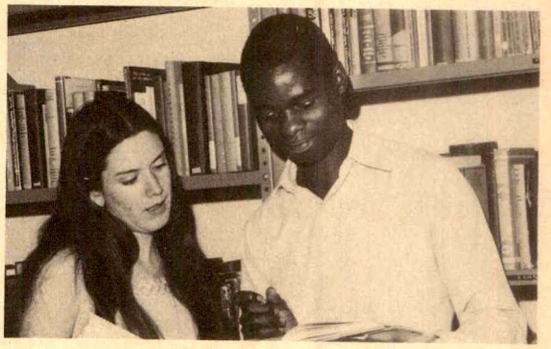
Rebecca Pixler received her MLS in 1974 and has since used it in a number of unusual ways: as a VISTA volunteer librarian, paralegal investigator, freelance librarian, contact bibliographer, and job-search strategist. She is currently studying legal records management.





ACTION librarian sampler. *Top left: Claudine Nagasako instructs a student at Western Regional Library of Fiji. Top right: Ruth Thomas advises a worker in the agronomy library in Tibaitata, Colombia. Left: Emily Toot meets with university colleagues in Bogotá, Colombia. Above: Elizabeth Shields counsels a student in Gaborone, Botswana.*

varies, but returning ACTION librarians should be warned that many have *not* immediately found career-furthering jobs. This occupational hazard has plagued the agency since earliest Peace Corps days.

"The returnee is treated as an ordinary beginner," one veteran wrote in 1967.[5] Another reported, "Service is viewed as inapplicable to the needs of many organizations. . . . Employers appeared puzzled. . . . The experience was 'interesting,' but 'didn't mean much in terms of professional ability or competence.' . . . I stopped putting 'Peace Corps' at the head of my resume."[6]

Others said: "There are tremendous barriers in the States . . . if you're not part of the system."[7] "Do we presume too much in asking to be used?"[8]

It is not, or should not be, a question of demanding jobs out-of-hand. Job-seekers are fully aware that reduced funds, budget cuts, and hiring freezes mean job shortages. Furthermore, employers may be justified in questioning applicants' capabilities. ACTION position descriptions can be misleading, and some experience doesn't relate. Finally, some returning Peace Corps volunteers undergo a "re-entry crisis,"[9] which delays their immediate effectiveness.

On the other hand, employers may lack imagination in interpreting alternative or unusual work experience. For example, a Peace Corps librarian who cannot search data bases may have strong analytical or problem-solving abilities to compensate. If recycling human potential is a challenge, as Franchot Buhler has remarked,[10] some employers have yet to rise to it.

ACTION Stereotypes and Bugaboos

Many Americans stereotype Peace Corps workers as mud-hovel dwellers and VISTAs as starry-eyed do-gooders of dubious competence. *American Libraries* quoted one ALA wag who suggested that a bumbling conference hotel was staffed by VISTA volunteers.[11]

Some librarians assume their ACTION colleagues' professional work consists of presiding over a shelf of books in an illiterate village or conducting book drives for the natives. Actually, ACTION librarians are more likely to be found classifying maps in Jamaica, conducting cataloging seminars in Paraguay, identifying incunabula in Colombia, training staff in Morocco, or answering specialized reference questions in Alaska.[12]

The issue of an ACTION librarian's professional work bears closer scrutiny. Is the ACTION experience ill-suited to the way we look at ourselves and our professionalism? I have never heard anyone give this reason for rejecting a volunteer. Nevertheless, the very nature of their service brings ACTION librarians face to face with two of the profession's pet buga-

boos: the specter of voluntarism and the hobgoblin of nonprofessionalism.

Voluntarism should not be an issue: ACTION personnel receive living expenses and a stipend. Yet "volunteer" is officially attached to the service and conjures up all the traditional resistance to library voluntarism, which has always threatened the standards and boundaries of professional competence. And besides, can a librarian who works for $300 a month really be much of a professional?

The implication of nonprofessionalism is more insidious. ACTION librarianship, in general, stresses individual (perhaps idiosyncratic) action, conducted with personal creativity and with minimum collegial contacts. It promotes a breaking down of professional-clerical distinctions. It strongly emphasizes library *service* over any question of personal *status*.

Librarianship has had its difficulties with its "professional" attitude. One critic has written of "an apparent general tendency among librarians to avoid innovation, squelch creative change, delay decisions, and rigidify the hierarchies of authority that exist."[13] Judith McPheron discussed "a set of attitudes making things rough for those who do not identify with the elite."[14] Narda L. Schwartz scored the so-called "professional" attitude which emphasizes past and future conformity. Students who want jobs, she said, must settle in niches and keep their mouths shut.[15] And Winston Gage Smith cited professional insecurity and lack of self-esteem as two contributing causes of this attitude.[16].

Personal Job Search Not Reassuring

Finally, consider my own record: Between October 1977 and June 1978, I applied for 15 library positions in my immediate geographic area. In none of 10 interviews did the personnel director bring up my VISTA work experience. When I ventured to describe it as relevant to libraries and to my own professional development, I was questioned about Alaskan weather, Eskimos, and oil pipelines. More attention was invariably given to my subsequent semi-clerical (but fully salaried) library assistant position. I can only conclude that personnel directors give more weight to paid clerical work than to professional VISTA experience.

Corroborating letters from three separate out-of-state libraries assured me that my VISTA experience was not professionally relevant for Reference I positions. A year after my return from Alaska I was hired for a temporary federal library position by a non-MLS administrator who liked what I had done as a VISTA volunteer. Impressed, I have decided to explore non-library career alternatives.

Back in Paraguay, my colleague Betty Chan is remaining a third year with the Peace Corps, while considering futures which may or may not include librarianship.

While I cannot state unequivocally that my ACTION work prevented my employment, I can truthfully say that it has not helped my library career. It would be interesting, and indeed instructive, to survey the hundreds of former ACTION librarians. Was their experience relevant to American librarianship? Were they assimilated into the profession? What sorts of problems, if any, did they face? Where are they now?

They may still be seeking their professionalism. In recent years that quest has assumed epic proportions, even as the concept itself is squeezed into steadily narrowing definitions. The problem in drawing shrinking circles around an ever-more-exclusive membership is that it may be cozy for those on the inside, but it can only lead to the development of new elites, rebellion, and increased fragmentation. Put more specifically, it can also lead to loss of membership from professional organizations, loss of talent to other fields, and loss of respect for a profession which does not "look out after its own."

The real key to library professionalism may be the way we look at our work, ourselves, and the value of both. As this is very much an individual concern, perhaps there is something to be learned from ACTION and all other alternative librarians who have, in effect, taken their professionalism into their own hands and worked it out from there.

Paul Wasserman, speculating about the relationship of the Peace Corps to library work, provides a fitting conclusion to my own story.

> ". . . the sort of human being who is attracted to movements like the Peace Corps may come to understand why and how a career in libraries offers [an] opportunity to enhance the human condition. . . . To the degree that libraries and librarianship come to be perceived in their identification with human aspirations rather than bureaucratic ritual, such human beings can be appealed to and may find the encouragement to choose librarianship."[17] □

Notes

1. June Needle, "Peace Corps Librarians in a Developing World," *Special Libraries*, 68, May/June 1977, p. 206.
2. June Needle, ACTION, Office of Public Affairs, Washington, D.C., personal letter, Sept. 14, 1977.
3. Joan Larson, "A VISTA Volunteer Librarian," *ALA Bulletin*, 62, Feb. 1968, pp. 186-88.
4. See, for example, "Remedial Reading," *InterACTION* 5, Dec. 1976, p. 13; "Volunteers Aid Library in Book Roundup," *InterACTION* 4, May 1976, p. 1; "Youngsters Find Reading is Fundamental," *InterACTION*, 4, Sept. 1976, p. 5+.
5. Myrtle Bonn, "Have Traveled, Will Teach: Peace Corpsmen Come Home with Ideas," *American Education*, 3, Feb. 1967, p. 2.
6. Richard B. Stolley, "Re-Entry Crisis: Returned Peace Corps Volunteers to the United States," *Life*, 58, March 19, 1965, p. 105.
7. Julius Horowitz, "The Peace Corpsman Returns to Darkest America," *New York Times Magazine*, Oct. 24, 1965, p. 86.
8. Frank G. Jennings, "Are They Asking Too Much?" *Saturday Review*, 48, May 15, 1965, p. 66. See also "Press Points," *InterACTION*, 4, Aug. 1976, p. 9; and Franchot Buhler, "Lessons from the Peace Corps," *Harpers*, 246, Feb. 1973, p. 7.
9. By Stolley, cited above, and others.
10. Buhler, cited above, p. 7.
11. "ALA Steps Lively through Detroit," *American Libraries*, 8, July/August 1977, p. 370.
12. Respectively: Velma Adams, *The Peace Corps in Action* (Chicago: Follett, 1964, p. 60; Elizabeth Chan, personal letter; June Needle, "Peace Corps Librarians," cited above, p. 207; Kay Ann Cassell, "An International Woman—Assignment: Morocco," *Wilson Library Bulletin*, 47, June 1973, pp. 848-49; author's experience.
13. John N. Berry, "Bankruptcy of Creative Talent," *Library Journal*, 100, Dec. 1, 1975, p. 2185.
14. Judith McPheron, "Peacocks and Posers—Librarianship as a Profession," *Assistant Librarian*, 67, July 1974, p. 118.
15. Narda L. Schwartz, "The Professional Attitude," *Library Journal*, 102, Sept. 1, 1977, p. 1730.
16. Winston Gage Smith, "Counter Point: Professional Courtesy," *Connecticut Libraries*, 16, no. 4 (1974), p. 5.
17. Paul Wasserman, *The New Librarianship: A Challenge for Change* (New York: Bowker, 1972), p. 250.

Guide Answers Reading Questions

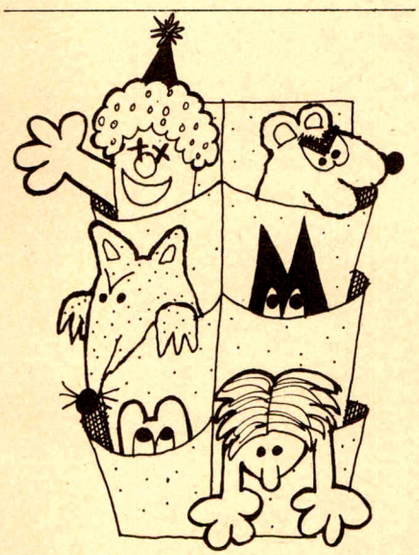
Fresh answers to the question "What shall I read?" appear in the latest edition of the *Guide to Children's Magazines, Newspapers, Reference Books* from the Association for Childhood Education International.

The 12-page guide by ACEI's Peter Madden and Dolores Sandoval-Stocker supplies annotated reviews of 135 magazines and newspapers and 40 reference books, encyclopedias, dictionaries, and thesauruses.

Entries on the selective magazine list cover interest areas such as animals, science, sports, current events, crafts, people, and activities. The guide includes information on each magazine's content and focus, recommended age level, ordering procedures and price.

The 40 titles on the reference book list are recommended for elementary and junior high school and home use. Categories include biography, fine arts, music, literature, recreation, science, and social studies.

Single copies of the guide are $.75; five copies are $3 plus 10 percent for postage and handling from ACEI, 3615 Wisconsin Ave. N.W., Washington, DC 20016. No billed orders under $10.



Good things *come in small-press packages, such as Nancy Renfro's* A Puppet Corner in Every Library. *The new, 110-page paperback booklet discusses puppet use in storytelling and teaching library concepts to children. It outlines procedures for presenting puppet plays and children's workshops, making and circulating puppets, and financing shows. The booklet also contains photos and illustrations (above), a comprehensive resource section on puppetry organizations and manufacturers, and a bibliography of puppetry and drama books. $7.95 plus postage from Nancy Renfro Studios, 1117 W. 9th St., Austin, TX 78703.*

Cover Charge

Wanted: artists age 13 to 18 to design a cover for the ALA-YASD publication, "Best Books for Young Adults."

Prospective designs should be in black ink on white, 9" x 3¾" paper. They should include the words, "Best Books for Young Adults." The student's name, school, age, and home address should be on the back of the cover.

Send designs by Dec. 22 to Lydia LaFleur, YA Specialist, Manhattan Borough Office, 20 W. 53rd St., NYC 10019.

The winning design will be chosen at ALA's 1979 Midwinter Meeting.

Call for Adolescent Studies

ALA's Young Adults Services Division is seeking research studies of interest to librarians working with adolescents. The studies, which will be presented at ALA's 1979 Annual Conference, may discuss literature, adolescents themselves, or their information sources.

The studies must have taken place during the last three years and must be unpublished. In 500 words, proposals should state the problem to be investigated, the research methodology, and if possible, expected results.

Jan. 1 is the proposal deadline. Final copies of the two studies selected for presentation must be submitted by May 1.

Send proposals to Alice P. Naylor, chair, Research Committee of YASD, Appalachian State University, Department of Educational Media, Boone, NC 28608.

Unprecedented Seminar Stresses YA Cooperation

"Realizing that young adults are a difficult group to serve because of the stresses of adolescence combined with their student status, cooperation between school and public libraries is essential if young adults are to have effective library service."

Such was the rationale behind a three-day, unprecedented seminar involving some 72 Illinois librarians from 36 rural, urban, and suburban communities. Sponsored by the Illinois State Library and scheduled for mid-October, the seminar was intended:

- To help school and public young adult librarians identify their problems and needs before working toward mutual solutions;
- To advise participants in adolescent psychology and materials;
- To develop specific cooperative projects among school and public librarians in the same communities.

Nationally known young adult librarians and an adolescent psychologist were to conduct the seminar, which was funded through a $28,120 LSCA grant.

Notable Social Studies Books

"Notable Children's Trade Books in the Field of Social Studies," an annotated bibliography of works published in 1977, is now available from the Children's Book Council.

The titles are intended primarily for children in grades K–8. They emphasize human relations, concentrate on original themes or fresh approaches to traditional topics, are highly readable, and include maps and illustrations.

Compiled by educators on a subcommittee of the National Council for the Social Studies-Children's Book Council Joint Liaison Committee, the bibliography is free with a self-addressed, stamped envelope from CBC, 67 Irving Pl., New York, NY 10003, attn. NCSS List.

To honor *1979 as the International Year of the Child, the Children's Book Council, Inc. is offering a 22-by-28-inch, full-color poster (above) by children's book illustrator Nancy Ekholm Burkert. It features the phrase, "International Year of the Child" in English, French, Spanish, German, and Russian. $7.50 per copy or $19.75 for three from CBC, 67 Irving Pl., NYC 10003.*

AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

Note: Entries pertaining to continuing education are compiled by Eileen Zilius of the ALA Office for Library Personnel Resources.

November

3-4: *Alternative Career Paths for Librarians,* Lyndon B. Johnson Conf. Ctr., U. Texas/Austin. J. Vance, Dallas Morning News, Communications Center, Dallas 75222, (214-745-8302).

11: *Tenth Annual Festival of Children's Books,* Iowa Memorial Union, Iowa City. Spons., U. Iowa/SLS. Spkrs.: Betsy Byars, Newbery winner; Brian Way, authority on creative dramatics for children. E. Bloesch, UI/SLS, 3087 Library, Iowa City 52242 (319-353-3644).

13: *Indexing Quality—Thesauri & Automated Authority,* New York Hilton. Spons., American Society of Indexers. ASI, 1155 16th St., N. W., Washington, D.C. 20036 (202-659-3644).

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

More complete information on August–December conferences appears under appropriate date in June–October "Datebook" columns. To facilitate access, see "Keyword Index" under state.

November: Arizona, Arkansas, Florida, Guam, Illinois, Missouri, Nevada, New Mexico, Tennessee, Texas.

December: Connecticut, N. Mariana Is., Trust Territory.

January: Alabama.

February: Mississippi.

March: California, Iowa, Kansas, Kentucky, Michigan, Nebraska, South Carolina, Virginia.

April: Colorado, Maine, New Jersey, Puerto Rico, Rhode Island, Utah, Vermont, Washington, Wyoming.

Spring '79: Alaska.

South Dakota has not yet determined if it will hold a pre-WHCLIS meeting.

14-17: *Library Management Skills Institute,* Washington, D.C. (see *AL,* April, p. 240, May 16-19).

16-17: *It's the Law: New Meaning for Media Programs,* Benton Conv. Ctr., Winston-Salem, N.C. Spons., N.C. Assn. of School Lns. G. Miller, NCLA.

17: *CETA in the Public Library,* Elk Grove Village (Ill.) PL. Spons., LACONI. J. A. Drescher, Rolling Meadows L., 3110 Martin Lane, Rolling Meadows, IL 60008 (312-259-6050).

17: *On-Line Literature Searching,* Drexel U. Fee, $75. DU/Office of Cont. Professional Ed., 32 and Chestnut Sts., Philadelphia 19104 (215-895-2154).

18: *Zero Base Budgeting Workshop,* Davis Col., U. South Carolina/Columbia. Fee, $10; CEUs awarded. V. Patterson, USC/CL, Columbia 20208 (803-777-3858).

21-26: Montréal Internat. Book Fair, Place Bonaventure, Montreal. MIBF, 436 est, rue Sherbrooke, Montréal, Québec, Canada H2L 1J6 (514-842-8411).

22: *LC Bibliographic Products and Services: Marketing Strategy in the Age of MARC,* Donnell L. Ctr. Auditorium, 20 W. 53rd St., NYC. Spons., N.Y. Metropolitan Reference & Research L. (METRO). Spkr., David G. Remington. A. Babich, METRO, 11 W. 40th St., NYC 10018 (212-398-0290). Other tech. srvcs. programs: Feb. 28, March 28, April 25.

27-Dec. 1: *Bibliotherapy,* U. Denver. Fee, $99 per quar. hour; 2 cr. Admissions Office, UD/GSL (Colorado Seminary), Denver 80208 (303-753-2557).

December

1-2: *COM Catalogs,* SUNY/SLIS. R. S. Burgess, SUNY/SLIS, Albany 12222 (518-457-8574).

1-2: *ZBB/Proposition 13 Workshop: How to Handle Taxpayer Resistance to Rising Budgets,* San Francisco Hilton. 1.3 CEUs. Authorities on school dist. budgeting give advice. J. J. Ekberg or V. Johnson (202-452-1600) or Capitol Publications Seminar Div., Suite G-12, 2430 Pennsylvania Ave. N.W., Washington, D.C. 20037.

2: *Conservation Management in Libraries & Archives,* Simmons Col./SLS, Boston. Fee, $30. Ching-chih Chen, Simmons Col./SLS, 300 The Fenway, Boston 02115 (617-738-2224).

5-8: Second International Online Information Meeting, Commonwealth Institute, London. Spons., *Online Review.* R. Bilboul, *Online Review,* Woodside, Hinksey Hill, Oxford OX1 5BE, England.

6-8: *Libraries and Social Agencies Working to Meet the Needs of Children and Young Adults,* Sheraton Inn, Syracuse. R. E. Barron, N.Y. State Ed. Dept., Office of L. Development, 10B41-Cultural Education Center, Empire State Plaza, Albany 12230 (518-474-7890).

6-8: NCLIS and White House Conference on Library and Information Services Advisory Committee Meetings, Los Angeles. A. F. Trezza, 1717 K St., N.W., Suite 601, Washington 20036 (202-653-6252).

January

4-6: *Space Planning and Practical Design for Libraries: A Seminar,* Brookings Institute, Washington, D.C. (see *AL,* Oct., p. 544, Nov. 6–8.)

7-9: Alabama Governor's Conf. on Libraries and Info. Services, Civic Ctr., Montgomery. Spkrs., N.Y. State Sen. Major Owens and Alice Ihrig. Observers welcome (contact coord. for eligibility). M. B. Cummings, Coord., AGCLIS, 6030 Monticello Dr. Montgomery 36130 (205-277-7330).

8-12: *Marketing: A New Dimension in Library and Information Services,* Montréal. Spons., McGill U./GSLS et al. Fee, $295 for 5-day intensive course. Theory of social marketing and how it applies to ls.; sample marketing plans for specific svcs. V. Sessions, MU/GSLS, 3459 McTavish St., Montréal, Québec H3A 1Y1 (514-392-5947).

10-15: Nat. Audiovisual Assn. Annual Conv. and Exhibit, Rivergate Conv. Ctr., New Orleans. Fee, $35 advance regis. NAVA, Spkr., Charles Kuralt of CBS News. 3150 Spring St., Fairfax, VA 22031.

11-13: Assn. of American Library Schools Annual Conf., Sheraton-Park Hotel, Washington, D.C. Theme: "L. research." AALS, 471 Park Lane, State College, PA 16801 (814-238-0254).

19: *Stress and the Manager,* Poplar Creek, PL, Streamwood, Ill. Spons., LACONI. J. A. Drescher, Rolling Meadows L., 3110 Martin Lane, Rolling Meadows, IL 60008 (312-259-6050).

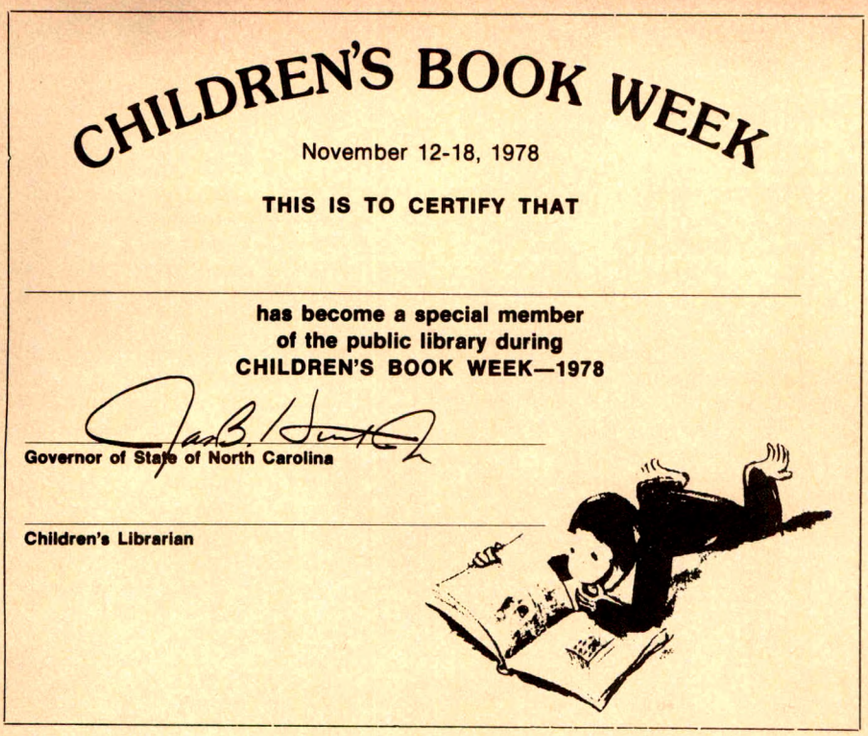
24-26: *Indexing in Perspective,* United Engineering Center, 345 E. 47th St., NYC. Spons., Nat. Federation of Abstracting & Indexing Services. Fee, $195. NFAIS, 112 S. 16th St., Philadelphia 19102 (215-563-2406).

February

2-3: *International Multi-Media/Multi Cultural Annual Workshop,* San Diego State U. (Imperial Valley campus) and Mexicali, Mexico. Spons., Desert Internat. Comm. for L. Info. and Desert Valleys LA. 1 sem. unit cr. L. Steigler or M. Ayala, SDSU, 720 Heber, Calexico, CA 92231 (714-357-3721).

5-9: *Patient/Health Education: the Librarian's Role,* Wayne State U./DLS, Detroit. Spons., U.S. Office of Ed. HEA II-B. Apply for stipend + dependency allowances. WSU/DLS, 315 Kresge, Detroit, MI 48202.

14-16: *Closing the Catalog,* Hyatt Regency Hotel, San Francisco. Spons., ALA/Library and Information Technology Assn. Fee: $85 LITA personal mems., $100 ALA (non-LITA) mems., $110 non-ALA mems.,



"Every Kid with a Card" is the theme and goal during Children's Book Week in North Carolina (Nov. 12–18, coinciding with the national observance). Each child who registers for a library card during the week will receive a library-card-size certificate (above) bearing the signature of Gov. James B. Hunt, Jr., in a special promotion by the state library to turn North Carolina youngsters into library borrowers.

$15 full-time l. school students on space-available basis. D. Hammer, ALA/LITA, 50 E. Huron St., Chicago 60611 (312-944-6780).

19-21: *Space Planning and Practical Design for Libraries: A Seminar,* Marriott Hotel, Newport Beach, Calif. (see *AL*, Oct., p. 544, Nov. 6–8).

25-27: Mississippi Governor's Conf. on Libraries and Info. Services, Holiday Inn–Downtown, Jackson. Observers welcome. I. Magee, MGCLIS, Mississippi L. Commission, POB 3260, Jackson 39207 (601-354-6369).

28: *Copyright and Libraries: First Year Under the New Law,* Donnell L. Ctr., Auditorium, 20 W. 53rd St., NYC. Spons., N.Y. Metropolitan Reference & Research L. (METRO). Spkr., Wm. North, A. Babich, METRO, 11 W. 40th St., NYC 10018 (212-398-0290). (Other tech, srvcs. programs: Oct. 25, Nov. 22, March 28, April 25.)

MAJOR DATES

ALA Annual Conference
Dallas June 24–30, 1979
New York June 29–July 5, 1980

ALA Midwinter
Washington, D.C. Jan. 7–12, 1979
Chicago Jan. 20–26, 1980

Executive Board
Fall Meeting Nov. 1–2, 1978

Children's Book Week
Nov. 13–19, 1978

National Library Week Ap. 1–7, 1979

White House Conf. on Library and Info. Services Oct. 28–Nov. 2, 1979

March

2-4: California Governor's Conf. on Libraries and Info. Services, Convention Ctr., Sacramento. Gov. Brown will speak. Delegates will play "Library Choices" simulation game. Public may attend hands-on Info Expo to see innovative information tools. Observers welcome (contact coord. for eligibility). G. McGovern, Calif. State L., POB 2037, Sacramento 95809 (916-332-0369).

4-7: Alaska LA Annual Conf., Anchorage. B. Weston, 120 S. Bragaw, Anchorage 99504.

12-14: *International Conference on Anglo-American Cataloging Rules 2,* Tallahassee, Fla. Spons., Florida State U./SLS et al. D. Clack (904-644-5775) or Ctr. for Professional Dvpt. & Pub. Serv., Hecht House, Florida State U., Tallahassee 32306 (904-644-3801).

21: *Non-Fiction: Not to be Missed* (children's lit.), Drexel U., Philadelphia. Spons., DU/SLIS & Free L. of Philadelphia. Milton Meltzer keynotes, authors conduct workshops. R. Weber, DU/SLIS, Philadelphia 19104 (215-895-2474).

14-16: Kansas Conf. on Libraries and Info. Services, Downtown Ramada Inn, Topeka. Observers welcome but space limited (write for eligibility). M. Pacha, Dir., Chapman L., Neosho County Community Jr. Col., Chanute, KS 66720 (913-431-2820, ext. 9).

15-17: South Carolina Governor's Conf. on Libraries and Info. Services, Carolina Inn, Columbia. Spkrs., N.Y. State Sen. Major Owens and Walter Curley. Observers welcome (write for eligibility). B. Callaham, S.C. State L., POB 11469, Columbia 29211 (803-758-3181).

16: *Personnel Practices and Procedures in Illinois,* Bedford Park PL, Argo, Ill. Spons., LACONI. J. A. Drescher, Rolling Meadows L., 3110 Martin Lane, Rolling Meadows, IL 60008 (312-259-6050).

18-20: *Second Institute on American Book Publishing,* Emory University, Atlanta, Ga. Fee, $45. Topics include future trends in book distribution & technologies. Div. of Librarianship, Emory U., Atlanta, GA 30322 (404-329-6840).

KEYWORD INDEX

AACR 2	March 12–14
Alabama pre-WHCLIS	Jan. 7–9
Alaska LA	March 4–7
Alternative career paths	Nov. 3–4
Assn. of Amer. L. Schools	Jan. 11–13
Bibliotherapy	Nov. 27–Dec. 1
Book distribution	March 18–20
Catalog closing	Feb. 14–16
CETA	Nov. 17
Children, social agencies and ls. working with	Dec. 6–8
Children's literature	Nov. 11
COM catalog	Dec. 1–2
Conservation	Dec. 2
Copyright—review of 1st year of new laws	Feb. 28
Health info.	Feb. 5–9
Indexing	Nov. 13 Jan. 24–26
Info. services, marketing of	Jan. 8–12
Kansas pre-WHCLIS	March 14–16
LC bibliog. products	Nov. 22
Management	Nov. 14–17 Jan. 19
Media	Nov. 16–17
Mississippi pre-WHCLIS	Feb. 25–27
Montreal Book Fair	Nov. 21–26
Multi-media	Feb. 2–3
Nat. Audiovisual Assn.	Jan. 10–15
NCLIS & White House Conf. Advisory Committee	Dec. 6–8
Online information	Dec. 5–8
Online searching	Nov. 17
Personnel	March 16
Research	Jan. 11–13
Social agencies working with children & young adults	Dec. 6–8
South Carolina pre-WHCLIS	March 15–17
Space planning and design	Jan. 4–6 Feb. 19–21
Tax cuts in schools	Dec. 1–2
Tech. services	Nov. 22 Feb. 28
Young adults, social agencies & ls. working with	Dec. 6–8
Zero-base budgeting	Nov. 18

THE SOURCE

edited by Susan Spaeth Cherry

ALA GENERAL NEWS

Nominating Committee Report

. . The American Library Association Nominating Committee has submitted its slate of candidates for the 1979 election of officers and Council members in accordance with Bylaw Article III, Sections 1–5; and Article IV, Section 2 (b) and (d); Section 3; and Section 5.

Any additional candidate duly proposed by the petition process in accordance with Bylaws Article III, Section 2 (b) will be included with the names submitted here and on the official ballot by the 1979–80 ALA Nominating Committee.

Nominating Committee members are Jo Ellen Flagg, Milbrey Jones, Lola Landers, Spencer Shaw, and Chairperson Robert Lane, director, U.S. Air University, Library, Maxwell AFB, Alabama.

Vice-President and President-Elect

In accordance with Article III, Section 1 (b), two nominations are presented for the office of president-elect; others may be nominated by petition. The candidate receiving the largest number of votes shall serve in 1979–80:

Alice B. Ihrig, director, Civic and Cultural Programs, Moraine Valley Community College, Palos Hills, Ill.

Peggy Sullivan, asst. commissioner for extension services, Chicago Public Library, 425 N. Michigan Ave., Chicago, Ill.

Treasurer

No nominations are presented at this time. The term of office is four years, and the present treasurer serves until 1980.

Council

Fifty nominations are presented. Others may be nominated by petition. In accordance with Article III, Section 1 (c), the 25 nominees who receive the largest number of votes shall serve four-year terms, from 1979 to 1983. Council nominees are:

Elaine P. Adams, coordinator, Learning Resources Center, Texas Southern University Library, Houston, Tex.; *Beth Babikow,* coordinator, Information & Programming Services, Baltimore County Public Library, Towson, Md.; *Henry E. Bates, Jr.,* city librarian, Milwaukee Public Library, Milwaukee, Wis.; *Betty W. Bender,* library director, Spokane Public Library, Spokane, Wash.; *Ronald Blazek,* associate professor, School of Library Science, Florida State University, Tallahassee, Fla.; *Murray L. Bob,* Chautauqua-Cattaraugus Library System, Jamestown, N.Y.; *Linda Bretz,* director, Rochester Public Library & Monroe County Library System, Rochester, N.Y.; *Betty Jo Buckingham,* consultant, Educational Media Section, State Department of Public Instruction, Des Moines, Iowa; *William S. Budington,* executive director & librarian, John Crerar Library, Chicago, Ill.; *William T. DeJohn,* director, Pacific Northwest

Peggy Sullivan

Alice B. Ihrig

Bibliographic Center, University of Washington, Seattle, Wash.; *Sheila Dowd,* assistant university librarian for collection development and reference services, University of California, Berkeley, Calif.; *Allan J. Dyson,* head, Moffitt Undergraduate Library, University of California, Berkeley, Calif.; *Shirley A. Edsall,* director, Learning Resources Center, Wilson Memorial Hospital, Johnson City, N.Y.; *Ambrose Easterly,* director of library services, William Rainey Harper College, Palatine, Ill.; *Bernard M. Fry,* dean, Graduate Library School, Indiana University, Bloomington, Ind.; *Melba Y. Geoffroy,* director, Mishawaka Public Library, Mishawaka, Ind.; *Dean W. Halliwell,* university librarian, University of Victoria, Victoria, British Columbia, Canada; *Beth Hamilton,* director, Illinois Regional Library Council, Chicago, Ill.; *William C. Highfill,* university librarian, Auburn University Libraries, Auburn, Alaska; *E. Cynthia Jenkins,* Queens Borough Public Library, Rochdale Village Branch, Jamaica, N.Y.; *Daniel W. Lester,* assistant dean for technical services, University of New Mexico General Library, Albuquerque, N.M.; *Beverly Lynch,* university librarian, University of Illinois at Chicago Circle, Chicago, Ill.; *Doreitha R. Madden,* coordinator, Library Outreach Services, New Jersey State Library, Trenton, N.J.; *Anne J. Mathews,* Graduate School of Librarianship, University of Denver, Denver, Colo.; *Sister Lauretta McCusker,* dean, Rosary College, Graduate School of Library Science, River Forest, Ill.; *Gail Judith McGovern,* library consultant, California State Library, Sacramento, Calif.; *Ursula Meyer,* director of library service, Stockton-San Joaquin County Public Library, Stockton, Calif.; *Anthony W. Miele,* director, Alabama Public Library Service, Montgomery, Ala.; *Richard E. Miller,* director, Oshkosh Public Library, Oshkosh, Wis.; *Roy D. Miller, Jr.,* coordinator of adult services, Brooklyn Public Library, Brooklyn, N.Y.; *Jean Barry Molz,* associate director, Baltimore County Public Library, Towson, Md.; *Regina U. Minudri,* director, Berkeley Public Library, Berkeley, Calif.; *Eleanor Montague,* university librarian, University of California at Riverside, Riverside, Calif.; *Ronald Naylor,* personnel officer, University of Maryland Libraries, College Park, Md.; *Milo Nelson,* editor, *Wilson Library Bulletin,* Bronx, N.Y.; *Carol A. Nemeyer,* associate librarian for national programs, Library of Congress, Washington, D.C.; *Richard Olsen,* director, James P. Adams Library, Rhode Island College, Providence, R.I.; *Lethene Parks,* coordinator of special services, Pierce County Library, Tacoma, Wash.; *Arabelle Pennypacker,* supervisor, Library Media Services, Lenape Regional High School District, Medford, N.J.; *Ranae Pierce,* deputy director, Extension Services & Young Reader Services, Salt Lake City Public Library, Salt Lake City, Utah; *Lelia G. Rhodes,* director, Jackson State University Library, Jackson, Miss.; *C. James Schmidt,* director of libraries, State University of New York, Albany, N.Y.;

Thomas W. Shaughnessy, assistant director for public service and collection development, University of Houston, Tex.; *Donald B. Simpson,* executive director, Bibliographic Center for Research, Denver, Colo.; *Margaret Stowers Stewart,* head, Manor Branch, Portsmouth Public Library System, Portsmouth, Va.; *Kenneth E. Toombs,* director of libraries, Thomas Cooper Library, University of South Carolina, Columbia, S.C.; *Herman Totten,* associate dean, School of Library and Information Science, North Texas State University, Denton, Tex.; *Rosemary Weber,* School of Library and Information Science, Drexel University, Philadelphia, Pa.; *Barratt Wilkins,* state librarian, State Library of Florida, Tallahassee, Fla.; *Avery Williams,* reference librarian, Roosevelt University Library, Chicago, Ill.

ALA to Cosponsor Poster Contest

The American Association of School Librarians, ALA, and Scholastic magazines are cosponsoring a student poster contest on "what the library means to me."

Participants in first through twelfth grades will illustrate the library services they deem most important with art and words. Contest rules appear in September or October issues of the Scholastic student and teacher magazines.

One of the first place winners will be used to publicize National Library Week 1979. Judges will include ALA representatives, independent artists, and Scholastic staffers. The contest is open to students in the U.S., its territories, or its schools abroad.

Send entries flat by Dec. 1 to ALA, 431 E. Illinois, 3W, Chicago, IL 60611.

Accreditation Group Opens Door

At ALA's 1979 Midwinter Meeting, the Committee on Accreditation will open its deliberations to all association members for the first time.

The committee recently dropped its long standing policy of closed meetings. It will recess into closed session only to consider applications for accreditation visits, review site visit reports, and discuss or act on annual reports.

The committee accredits graduate library programs in the U.S. and Canada, evaluating several new applicants each year.

Mills Joins PLA

Shirley C. Mills became program director of ALA's Public Library Association Oct. 30. She formerly spent four years as director of the Miracle Valley Regional Library System in Moundsville, W.Va.

Mills has worked at the Raleigh County Public library in Beckley, W.Va., and the Colburn Library of Kenyon College in Gambier, Ohio.

She has been active in ALA's Association of State Library Agencies and Junior Members Round Table, the Southeastern Library Association, the West Virginia Library Association, and the Continuing Library Education and Network Exchange.

Grants for Children's Librarians

March 1 is the deadline to apply for two $4,000 Frederic G. Melcher scholarships from ALA's Association for Library Service to Children.

Awarded for the 1979–80 academic year, the scholarships help educate future children's librarians.

Applications are available from the chair of the scholarship committee, ALSC Office, 50 E. Huron St., Chicago, IL 60611.

New Technology Evaluated

The latest issue of ALA's *Library Technology Reports* (July–August) features a 133-page examination of "Energy Conservation in Libraries," written by four members of the Xenergy consulting firm of Lexington, Mass. The report surveys conservation goals and costs and offers technical analyses in such areas as heating, lighting, and ventilation.

The preceding *LTR* (May–June) explores microform cleaning, microfiche duplicators, two photocopiers, and library environmental graphics.

LTR is published six times a year at $125 per base subscription, $75 for each additional one. Single issues, when available, are $40. Write Howard White, ALA, 50 E. Huron St., Chicago 60611.

Annual Conference Grants

Attention children's librarians who want to attend the 1979 ALA Annual Conference in Dallas!

The Association for Library Service to Children will present $250 awards to two school and two public librarians who work with children and have never attended an ALA annual conference.

The grants, provided by Charles Scribner's Sons, must be used for conference attendance. Candidates must be personal ALSC members with one to five years' experience as children's librarians.

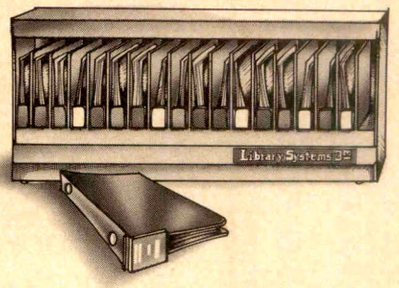
Jan. 1 is the application deadline. Winners will be selected at ALA's Midwinter meeting and will be notified by phone. Request applications from Mary Jane Anderson, ALSC executive secretary, ALA, 50 E. Huron St., Chicago, IL 60611.

Friends Galore

ALA's Library Administration and Management Association recently published *A Directory of Friends of Libraries Groups in the United States.*

Containing 2,108 entries, the 297-page directory includes each group's name, library affiliation, and address. The booklet features an information form for groups wishing to be included in future editions or supplements.

INFORMATION A LA CARTE.



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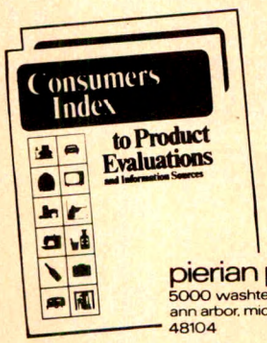

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Most groups listed are public or academic library affiliates, but other types will appear in later editions. The directory is $6.50 from LAMA, ALA, 50 E. Huron St., Chicago, IL 60611.

Trustee Manuals Needed

ALA's Headquarters Library is seeking recent manuals for trustees of municipal, county, and regional libraries across the nation to update its collection.

The manuals are available on interlibrary loan within the United States, its possessions, and Canada.

UPDATE: LIBRARYLAND

Minilibraries Adopt Merchandising Approach

At first glance, it looks like a typical bookstore. Paperback and hardbound books beckon invitingly from rows of open shelves with jackets face-out to show their cover illustrations. Patrons browse in the spacious aisles amid colorful book displays that ask questions such as, "Remember when you first fell in love?" Titles such as *Coma, Whole Car Catalog,* and *Complete Guide to Sewing* are easily accessible under well marked headings: Fiction, Family-Home, Arts and Crafts.

Who would ever guess the books are free?

The "bookstore" is one of two "minilibraries" operated by the Baltimore County (Md.) Public Library system. Located in shopping centers, the temporary facilities are designed to test the need for library service in specific districts.

The Jacksonville Minilibrary has taken a merchandising approach to library service since its May opening in an unoccupied, rented store.

"We're taking the tools the booksellers use to sell their wares and using them to circulate our own books," says Geoffrey W. Fielding, BCPL's special projects officer.

He explains the minilibrary's bookstore appearance attracts patrons who are doubling the facility's original projected yearly circulation of 90,000.

Circulation also is booming at the newly opened Edgemere Minilibrary, a prefabricated, 1,250 square-foot structure stocked with materials most in demand by the community it serves. The $81,078 library contains some 15,000 paperbacks and hardbound volumes of fiction and nonfiction, do-it-yourself books, and phonograph records.

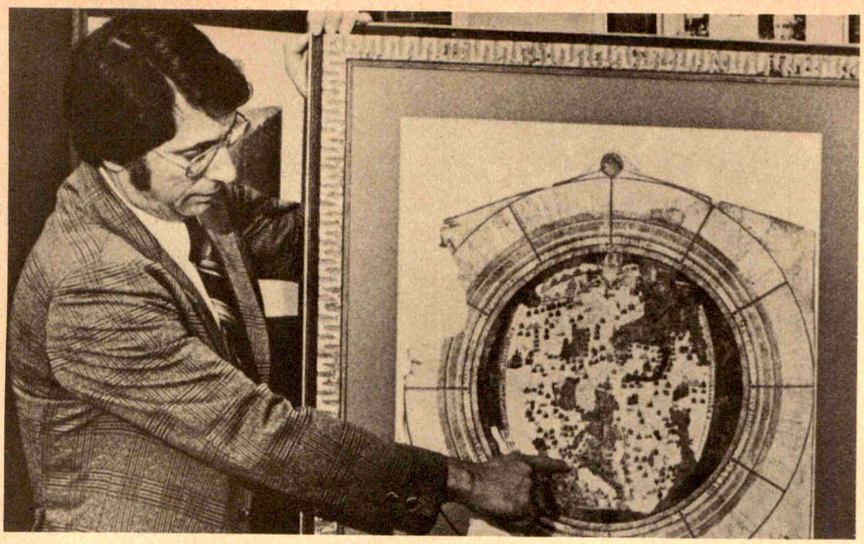
Funds are not available for salaries, so volunteers run the minilibraries. Fielding observes that professional advice is unnecessary since "we want people to pick up books on impulse."

If circulation continues at its present rate, BCPL may replace the minilibraries with permanent facilities. Plans also are in the works for four or five more minilibraries, to be financed by county funds if voters authorize them.

Fielding hopes to see a trend toward building minilibraries.

"I think libraries should go this way if they want the public to come in," he remarks. —*S.S.C.*

By shelving its books face-out, the Jacksonville Minilibrary tries to resemble a bookstore. Fielding says patrons think the library's materials are for sale, "and then they start grinning, because they realize it's all free."



Giovanni Leardo's map of the world, *drawn 40 years before Columbus set sail, arrived safely at the University of Wisconsin/Milwaukee in August, Library Director William Roselle demonstrates. The Venetian cartographer's work is one of the treasures of the priceless American Geographical Society research collection now housed at the UW-Milwaukee library. Escorted from New York City by Wisconsin State Highway Patrol cars, the 400-ton collection filled 27 moving vans and was welcomed by Acting Wisconsin Governor Martin Schreiber and other dignitaries.*

Two years ago, an AGS site selection committee ran a national search for a new home for the 600,000 maps, globes, volumes, pamphlets, and photographs. "We are able to provide just what the collections need," Roselle said. "The UWM library has proper humidity and temperature control, experienced staff, and comfortable working conditions for people who will use the collections." Placed in the library's east wing, the materials will be open to the public next spring.

COLLECTORS' ITEMS

Classical Writings on Loan to Duke

Perkins Library at Duke University recently acquired some 1,500 volumes on ancient history and more than 10,000 scholarly writings in the fields of papyrology and classical studies.

The resources are on permanent loan to Duke from the American Society of Papyrologists, which acquired them after the death of its first president, C. Bradford Welles. A noted American papyrologist, scholar, and teacher, Welles had inherited and enlarged the personal library of his friend and colleague, Russian historian and academician Michael Ivanovich Rostovtzeff.

John F. Oates, chairman of Duke's department of classical studies, says the collection is "an extremely valuable scholarly resource for research in ancient history and the field of classical studies."

Commercials Highlight Carter Campaign Collection

The University of Georgia libraries hold the radio and television commercials and programs Jimmy Carter used in his presidential campaign. Speech and communication students listen to the tapes to study Carter's speaking style.

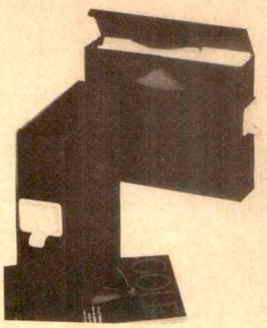
The collection includes four hours of video programs, from 30-second commercials to a 30-minute program called "Ask Jimmy Carter." One and a half hours of radio commercials and a half-hour program featuring Carter's acceptance speech at the Democratic National Convention round out the collection.

The materials were extracted and compiled from some 14,000 tapes given to the university last year by the agency that handled Carter's advertising campaign. The agency specified the tapes can be used only for educational purposes. Other Georgia libraries may borrow the tapes through the university's interlibrary loan department.

Harvard Gets Ukrainian Imprints

The Harvard University Library recently doubled its collection of early Soviet Ukrainian imprints and acquired 39 serial titles located nowhere else in the United States.

The new materials, donated from the private library of the late Onufrij Murmeljuk of Detroit, include some 450 rare Ukrainian imprints predating the Soviet Union's 1941 crackdown on artistic experimentation and political dissent. The collection's 1,800 items fall into the categories of film, political thought, and belles lettres.



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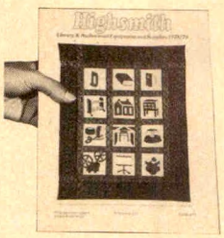

Highsmith

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History of the Public Library in Vigo County, 1816-1975

Irene Roberts McDonough

This history compiles for the first time the story of the development of a free public library in Terre Haute, Indiana—an American midwestern city—from the early attempts following city incorporation to the present.

Presented in three parts:

PART I traces the early development of the library from 1816 to 1927.

PART II examines the new direction taken after 1927 with a change of head librarians and the beginning of the Depression era.

PART III focuses on the "new era," 1953-1975, which redefined the library role, and culminated in the building of a new main library.

While the volume relates the detailed history of one specific library, the overall focus is on the continual evolution of the philosophy and purpose of the public library.

The author provides documentation, an index, source list, table of contents, and appendices, 1977, 215 p., cloth bound, $7.00 postpaid.

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by Michael Gorman

NEWS RELEASE (MG)—At an important meeting Aug. 3 in Chicago to consider the implementation of Anglo-American Cataloging Rules, 2nd edition, Mr. C. Licken, representing AHL (the Association of Huge Libraries), revealed that 62.5% of his members believed the sky was falling and 37.5% did not, according to a recent poll.

G. Loosey of the BL (Biggest Library) said these opinions were very valuable, "but a BL test showing 49% of the sky to be falling had been reconsidered; in truth, 13% of the sky was falling" (loud cheers). At this point, however, Mr. Loosey's assistant rushed into the room with the latest test results: only 0.001% of the sky was falling (prolonged cheers)!

D. Luckey of IGSWWBN (Idaho Grade Schools World Wide Bibliographic Network), Inc., declared that his network had a data-base which was 100 percent bibliographically pure (cries of "hear, hear"). Whether the sky was falling or not, said Luckey, he would never allow any deviation from the strictest cataloging principles (loud and prolonged cheers).

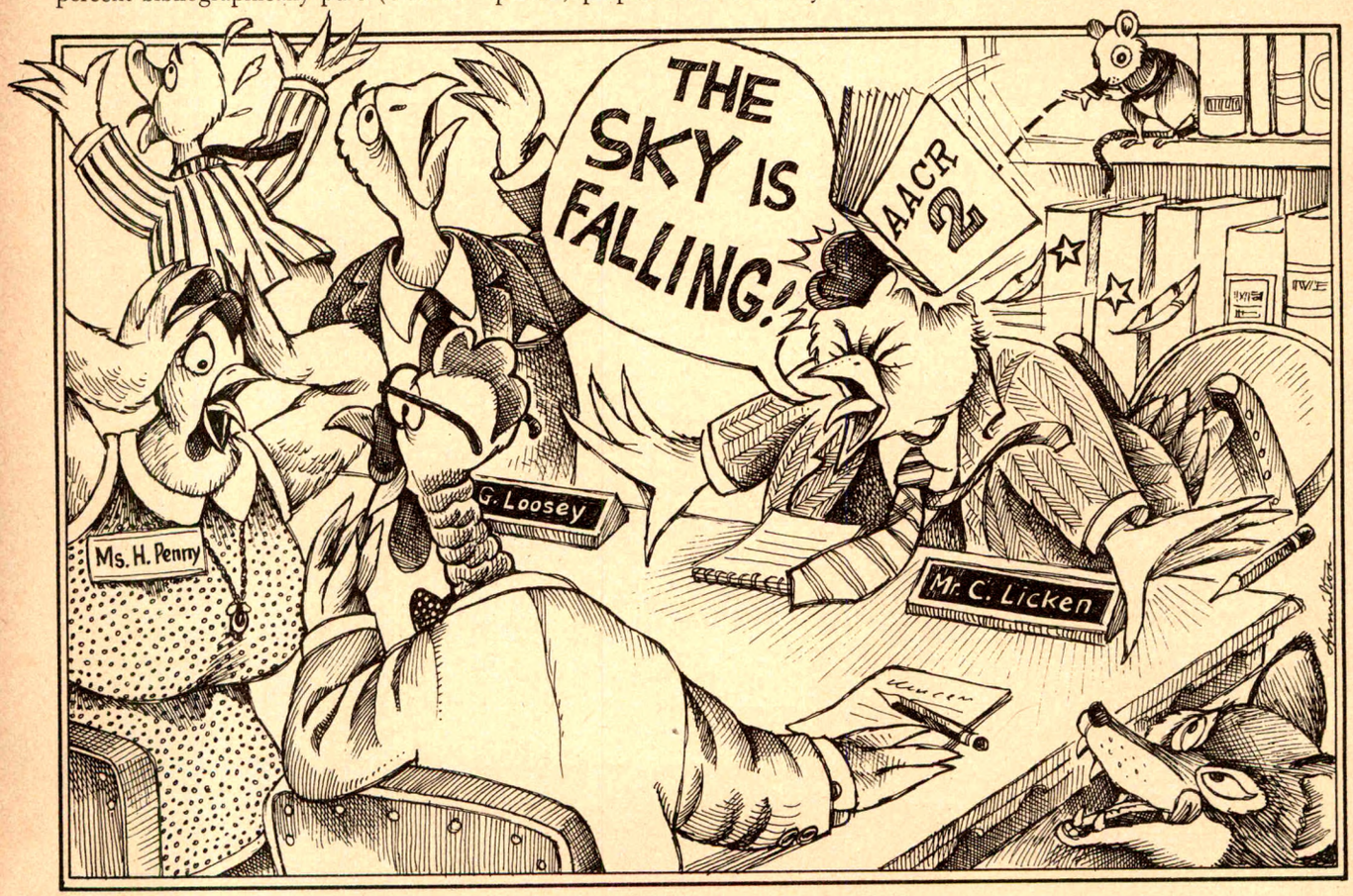
Ms. H. Penny of CCL (Concerned California Librarians) said more time was needed to prepare for the sky to fall and that more people should have been fully informed about the situation. There is no doubt, she said, that AACR 2 had been kept from the public by such subtle devices as public conferences, open committee meetings, articles in the library press, and the like (cries of "shame"). She hoped that, when the sky did fall, everyone would know whom to blame. Just then, a gatecrasher who claimed to know something about cataloging and AACR 2 had the audacity to say the sky was *not* falling. The intruder was hustled from the room.

Mr. T. Lurkey of CAL (Confederacy of American Librarians), congratulating the group on its farsightedness and expertise, proposed that the sky should be prevented from falling until 1981. Lurkey called for further reconsideration of the BL test to eliminate the 0.001 percent of the sky scheduled to fall (unanimous assent). The assemblage then congratulated itself and sang "Auld Lang Syne."

The emotion-packed meeting reached a fever of harmony, and not a soul ventured to say that every advance in cataloging and every new code of cataloging rules had been greeted by the same cry: "The sky is falling, the sky is falling!"

—END OF NEWS RELEASE—

Historians of cataloging in the 20th century will see that the reactionaries always win the battles and the progressives always win the wars. The classic case, up to this time, is that of Seymour Lubetzky, who lost the battle of shabby compromises over AACR 1, and, as is well known, has won the war utterly vindicating his principles of cataloging. Where today are the people who forced rules 98 and 99 into AACR 1? Where



are the misguided proponents of superimposition? Alas, they are alive and well and in the business of forcing the Library of Congress to take another giant step backward.

The "decision" made by LC to postpone the adoption of AACR 2 (*AL*, Sept., p. 450) was made because of pressure from members of the Association of Research Libraries, from new (and rather startling) converts to strict cataloging standardization (such as OCLC, Inc.), and, let it be admitted, from small but vocal minorities with LC itself. In the wake of the postponement come proposals for another set of shabby compromises—this time not to be written into AACR but to be declared "acceptable exceptions" by LC, again at the urging of bibliographic reactionaries.

So it looks as though we shall once again have a cataloging code which does not match our cataloging practice, and we shall have it because the national cataloging agency cannot bring itself to be decisive in the face of reactionary and uninformed pressure. We have lost another battle. The war, however, remains to be won.

The Holy War

The war, nowadays as ever, centers upon efficiency, progress, and reader service. The only way to achieve those aims is by starting new catalogs based upon a single standard of descriptive cataloging (AACR 2) and upon a rational system of subject headings. Such catalogs must also be in a physical form which meets both economic exigencies and the bibliographic demands which are made on it. Any other solution is a delusion and a fraud practiced on library users.

Our large catalogs are nests of contradiction in which absurdity piles upon absurdity. This is what matters, this is what the public debate should be about. Instead we spend three years compiling a set of cataloging rules which represent the open and democratic collaboration of three countries, three library associations, and three national libraries, and the input and hard work of hundreds of librarians, only to end up with an unnecessary delay in using those cataloging rules. Even worse, the same uninformed and self-appointed group which has forced the delay is bringing pressure for more postponement and more exceptions to be made to the rules. The rules were arrived at democratically and by people with expertise. Why should they be marred (or perhaps destroyed) by reactionary and inexpert cliques?

AACR 2 is to be published December 7. In scope, internal consistency, and international acceptability, it represents a considerable advance over AACR 1. I urge all libraries to adopt that code unconditionally in January 1980, whether they change the form of their catalog or not, and to make the resulting records available through networks. A network which has swallowed every kind of aberrant cataloging practice for many years is scarcely in a position to reject records which conform to the national cataloging standard.

All librarians should be concerned with this problem. Administrators should be concerned about the real costs (in time and human effort) which have been caused by superimposition rather than with the fancied costs of adopting a nationally used and coherent cataloging standard. Automators should be concerned with the speedy adoption of a consistent bibliographic record and a format based upon it. Public service librarians should be concerned with the establishment of a tool they can use, understand, and teach. Technical services librarians have always wanted standards which are up-to-date, consistent, and universally used. AACR 2 will provide all these groups with what they need. Why is the national library not standing firm? Why should the libraries of this country have to wait for what their libraries and patrons need?

Marx said that history repeats itself, the first time as tragedy, the second time farce. Let us hope that the farcical reenactment of the events surrounding AACR 1 does not destroy AACR 2 and with it the hopes of all librarians for a rational bibliographic future. □

SELECTED RESOURCES

Toll Free Business, 1978-79 lists more than 10,000 toll-free telephone numbers in 75 categories. It serves as a how-to-find-it guide to a variety of national and international products and services. In addition to the "800" numbers, the directory provides addresses for most of the items listed. A unique "lodging finder" lists hotels and motels in 226 cities throughout the world. $8.95 from Toll Free Planning Services, Box 102, Minneapolis, MN 55440.

Public speakers. Librarians and others who enjoy making speeches on any subject may want to be listed in the first edition of the *Directory of Speakers*, to be published by the Oryx Press of Phoenix. Listings are free of charge. For a questionnaire, write Howard Langer, editor, 14 Lansdale Rd., NYC 10956.

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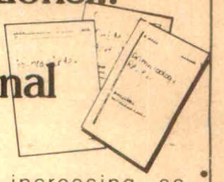

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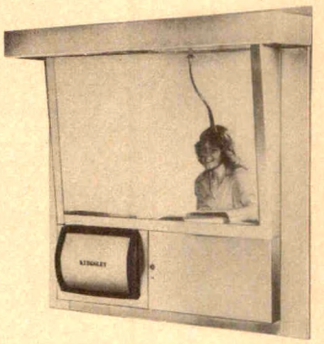

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Reference System for School and Public Libraries was printed for less than the projected cost, William Woods will fill all U.S. orders until 1979 without adding shipping and handling charges. The new edition of 1,222 "see," "see also," and "notes" cards for collections of fewer than 15,000 volumes reflects the changes in the 11th edition of the *Sears List of Subject Headings*. $39.95 from Woods Library Publishing Co., 9159 Clifton, Evergreen Park, IL 60642.

Gratis en Espanol!—*Guide to Free Informational Materials in Spanish* catalogs multi-subject print and nonprint items offered free by government, industry, health, education and business organizations. $2.50 from Frances Press, Box 821, Greenwich, CT 06830.

Hispano businesspeople in the Denver area recently founded the bimonthly *Business/Professional: The Magazine for Today's Hispano Business & Professional Person*. The first issue (August/September 1978) promises the magazine will "evaluate, explain, inform, and supply information for the already established and/or up-and-coming Hispano business and professional person." $10 a year from Business/Professional Magazine, 5900 W. Colfax Ave., Lakewood, CO 80214.

The Portuguese in America, by Sandra Wolforth, examines the history of Portuguese immigration from earliest exploration to the present. It cites the different ways the Portuguese adapted to New England and California, showing discrepancies in their socio-economic success. Wolforth speculates about the direction of present and future immigration and the possibility of united Portuguese-American political action. The book includes a bibliography. $9 from R & E Research Associates, Inc., 4843 Mission St., San Francisco, CA 94112 (0-88247-503-7, 77-90380).

Data bases. METRO's new *Directory of Libraries Providing Computer-Based Information Services in the New York Metropolitan Area: A Selected List 1978* can help reference librarians and researchers develop strategies for automated literature searches. In addition to naming data base contacts at 70 libraries in New York, New Jersey, and Connecticut, the directory describes 116 data bases and provides a subject index. $10 prepaid from METRO, 11 W. 40th St., NYC 10018 (0076-7018).

The third edition of Gale's *Encyclopedia of Information Systems and Services* contains more than 800 new entries and updates those listed in the 1974 edition. Edited by Anthony T. Kruzas, it describes 2,094 organizations that produce, process, store, and use bibliographic and nonbibliographic information in the United States and 56 other countries. $95 from Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-0940-8, 73-3732).

The middle years. AIM, Action for Independent Maturity, offers five new film-and-discussion programs: "Marriage Communications," "Alcohol in the Middle Years," "How to Beat a Con Artist," "How to Protect Your Home," and "Speaking of Retirement." Each AIM PAK contains a sound-color film (on rental), 50 audience participation exercises, guidebooks, and a leader's manual. The programs are designed to run 30 minutes but can be extended. AIM is the preretirement division of the 11-million-member American Association of Retired Persons. $25 per pack, $15 for a preview, from AIM PAKs, Dept. AL-10, 1909 K St., N.W., Washington, DC 20049.

Taking a geographic approach, *The Middle East: Abstracts and Index* cites editorials, documents, speeches, statistics, interviews, doctoral dissertations, book reviews, and books. One of the largest of its 18 sections concerns the Arab-Israeli conflict. Edited by Amy C. Lowenstein, the first issue of the quarterly (March 1978) includes 1,998 citations from 367 journals and abstracts 814 articles. $60 a year from Library Information and Research Service, 1717 Boulevard of the Allies, Pittsburgh, PA 15219.

Ethnic treasures. More than 800 cultural institutions representing some 70 ethnic groups are detailed in *Guide to Ethnic Museums, Libraries and Archives in the United States* by Lubomyr R. Wynar and Lois Buttlar. The information in this 390-page volume came from a recent survey supported by the U.S. Office of Education's Ethnic Heritage Program (*AL*, Dec. 1977, p. 634). Entries are arranged by ethnic group and indexed by name and location. $9.50 from the Center for Ethnic Publications, School of Library Science, Room 318, Kent State University, Kent, OH 44242.

Major map collections. In the new version of *Map Collections in the United States and Canada*, David K. Carrington and Richard W. Stephenson list 745 collections, 23 percent more than the 1970 edition lists. The new directory includes data about cataloging, classification, and reader services. $19.75 plus local tax from Special Libraries Association Order Department, 235 Park Ave. South, NYC 10003 (0-87111-243-4, 77-26685).

PR & PUBLICITY

Pricking the conscience. *Positive patron response has prompted the Capitol Region Library Council (Conn.) to reproduce master copies of bookmarks like the above for general library use. The 3¾-by-8½-inch bookmarks come in three English versions and one Spanish. $6 per master from Ginny Zolnik, administrative assistant, Capitol Region Library Council, 275 Windsor St., Hartford, CT 06120.*

Chiselers. *Agreeing with architect David Evans that "every project should have a little madness," the residents of Woodburn, Ore., have given their new $1,373,000 library a creative touch. With nails, chisels, and screwdrivers, children and adults have carved their names and designs on hundreds of wet bricks that have been fired and placed in the library's exterior walls. The bricks bear a variety of sayings, from the humorous ("I'm stacked") to the profound ("Books are paths.") Oregon Gov. Bob Straub contributed a few words of wisdom on his own brick: "Libraries are our most priceless treasure."*

Recipes for Palatable PR

Tasty ideas for cooking up a palatable library public relations program appear in *The Library Public Relations Recipe Book,* published by the Public Relations Section of ALA's Library Administration and Management Association.

The 81-page booklet, compiled by Irene Moran of the New York Public Library, contains articles written by PR experts. Chapters discuss news releases, newsletters, graphics, programming, public service announcements, video and radio usage, displays, annual reports, budgeting, evaluation, and legislation.

Copies are $4 from LAMA, ALA, 50 E. Huron St., Chicago, IL 60611. Make checks payable to ALA.

Info Tech for Everyone

To show the public how it can benefit from using information technology, Brodart, Inc., has issued a photographic booklet and a filmstrip/audio cassette package, both entitled, *The Future Is Now.*

The materials are versions of *The Future Is Now: The Promise of Library Technology,* the 13-minute slide tape Brodart is showing as a public service at White House preconferences and state library association meetings. Based on recommendations from ALA and the National Commission on Libraries and Information Science, the booklet and cassette package are intended for everyday use to influence local leaders, prospective donors, civic and friends groups, trustees, and library staffers.

The booklet is free for all preconference delegates and $1 for nondelegates ($50 for quantities of 100). The filmstrip/audio cassette package is $19.95 from Brodart, 1609 Memorial Ave., Williamsport, PA 17701.

VIDEO COMMUNICATIONS

Copyright Via Videocassette

The proceedings of ALA's February satellite teleconference on copyright still are available in a pair of one-hour, ¾-inch "U" videocassettes from the Public Television Library.

Produced by the Maryland Center for Public Broadcasting, the program is divided into four segments: "Purpose and Meaning of Copyright: Fair Use," "Electronic Technology: Off-air Taping," "Library Copying: Penalties and Infringements," and "Public Broadcasting and Summary Statements." It features telephone interaction between the teleconference audience and a panel of copyright experts.

The cassettes are available for purchase or rental from Video Program Service, Public Television Library, 475 L'Enfant Plaza, S.W., Washington, DC 20024.

Videologs Annotate Programs

In an attempt to make comprehensive video program information easily accessible, Esselte Video, Inc., plans to publish several *Videolog* directories this month and in January.

The directories list programs produced in ½-inch Beta, ½-inch VHS, ½-inch EIAJ, ¾-inch U-Matic cassette, 1-inch and 2-inch formats. Each entry is fully annotated with content, technical and ordering information. The directories also contain cross-referenced subject indexes.

Directories scheduled for November include *The Videolog: Programs for Business and Industry 1979* ($35); *The Videolog: Programs for General Interest and Entertainment 1979* ($20); and *The Video Guide* ($14.95), an updated version of a former Esselte "how-to" manual. *The Videolog: Programs for the Health Sciences 1979* ($35) will be published in January.

Order from Esselte Video, Inc., 600 Madison Ave., New York, NY 10022.

Supply and Accessory Catalog Free

Comprehensive Video Supply Corp., a major supplies and accessories stocking source for the video industry, recently published a new, 148-page catalog containing many items previously unavailable commercially.

The catalog is free from Comprehensive Video Supply, 148 Veterans Dr., Northvale, NJ 07647, or by calling 800-526-0242 (201-767-7990 in New Jersey).

Old Movies Available on Tape

Sherlock Holmes and the Secret Weapon, The Scarlet Pimpernel, and *Reefer Madness* are among the popular films available on videocassette from Public Domain Video Tapes.

Since the films are free of copyrights, they may be sold or rented without royalty payments. Categories include silent films, feature productions, black-and-

white serials, comedies, short and assorted subjects, and classics.

Descriptions and price information are available from Public Domain Video Tapes, 2009 Baltimore Ave., Kansas City, MO 64108.

LITA Supplies the Answers

How do libraries use video? Who are the video leaders? What are the latest video technology developments?

Answers to such questions appear in *Video and Cable Guidelines for Librarians,* a non-technical handbook published by ALA's Library and Information Technology Association.

The booklet discusses video programming, hardware and software, regulations and franchising, financing, community organization and resources, and other topics. It includes information sources, checklists, and an extensive bibliography.

Copies are $3.50 prepaid from LITA, 50 E. Huron St., Chicago, IL 60611. Checks should be payable to ALA.

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LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, writes the notes in this column.

ALA: Then and Now

Philosopher George Santayana remarked, "Those who disregard the past are bound to repeat it." Dennis Thomison's *A History of the American Library Association, 1876-1972* records many instances in which ALA's history has repeated itself. Providing insightful analysis of many ALA successes and failures, the book traces the association's development from a small group of founders to today's amalgam of units and activities. Through contemporary sources, Thomison discusses ALA's contributions to librarianship, its internal strife, and its continuing attempt to respond to an ever-changing environment. 301 pages (hardbound); $15 from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (77-27966; 0-8389-0251).

Bibliotherapy Resources

Rhea Joyce Rubin recently completed two companion volumes on bibliotherapy. *Using Bibliotherapy: a Guide to Theory and Practice* is a complete textbook, treating the field's origins, program design, materials selection, and training. It includes many bibliographical references and an index. 245 pages (hardback); $11.95 from Oryx Press, 3930 E. Camelback Rd., Phoenix, AZ 85018 (78-9349; 0-912700-07-6).

Rubin's *Bibliotherapy Sourcebook* is a 393-page collection of the most significant articles on the subject from 1920 to the present. It includes bibliographies of monographs, theses, and dissertations, and a list of human resources and organizations. $14.95 from Oryx Press; (78-939; 0-912700-04-01).

Guide Details LC Subject Heads

Libraries Unlimited has published the first general study since 1951 of the controversial Library of Congress Subject Headings. Lois Mai Chan's *Library of Congress Subject Headings: Principles and Application* outlines the history, structure, and practical application of LCSH.

Liberally illustrated with sample headings and cards, the guide includes several appendices, a bibliography, and an index. 347 pages, hardbound, $17.50 from the publisher, POB 263, Littleton, CO 80160 (0-87287-187-8, 78-9497).

All About AV Collection Building

For the novice, Myra Nadler's *How to Start an Audiovisual Collection* provides an introduction to AV librarianship. A number of AV specialists wrote the guide, which covers collection basics, hardware, services, facilities, personnel, and public relations.

A glossary helps define key AV and library terms. The 157-page, indexed hardback is $7 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (0-8108-1111-1, 77-28190).

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EDUCATION

Fulbrights for Librarians

Want to teach library science in Cairo, Egypt, or educational technology in Nigeria?

Two Fulbright-Hays awards will be offered in these areas during 1979-80.

The Cairo University post, open from October 1979 to June 1980, involves teaching traditional library science courses, lecturing, and consulting on subjects such as networking, microforms, and curriculum.

From September 1979 to June 1980, a post will be open at Nigeria's Univer-

sity of Calabar for giving courses in audiovisual instruction and teaching methods and helping develop the university's Center for Educational Technology.

Request application forms from Linda Rhoad, Council for International Exchange of Scholars, Suite 300, 11 Dupont Circle, Washington, DC 20036. July 1 is the application deadline.

The MLS as a Job Prerequisite

ALA's Office for Library Personnel Resources has appointed a new Task Force on Minimum Qualifications for Librarians. It will review the MLS as a valid job prerequisite and alternative routes toward obtaining equivalent qualifications.

The task force will make recommendations on ALA's role in determining job qualifications. Send suggestions to Margaret Myers, OLPR, 50 E. Huron St., Chicago, IL 60611.

Summer Seminar to Teach Marketing Techniques

Libraries can use marketing research techniques to attract users, according to Judith Braunagel and John W. Ellison of the State University at Buffalo (N.Y.) School of Information and Library Studies.

To spread their view, Braunagel and Ellison are planning a free, five-day seminar next summer to teach 25 selected librarians how to apply market research techniques to library service.

Funded by a $12,500 federal grant, the pilot project seminar will discuss using consumer surveys, informal public meetings, census statistics, and computers to determine library patron needs.

The program will involve five top market research experts and an advisory committee of librarians. Additional seminars may take place if funding is available.

A time and place for the seminar is being arranged.

Library Schools to Get SPEC Kits

For the next year, the Office of Management Studies of the Association of Research Libraries will distribute complimentary copies of its SPEC Kits and Flyers to all accredited U.S. library schools and associate institutional members of the Association of American Library Schools.

SPEC (Systems and Procedures Exchange Center) Flyers and Kits are monthly publications on specific library management and operation topics. The two-page flyers describe trends, developments, or issues and introduce 100-page kits containing ARL library documents on current policies and practices.

Starting this fall, recipients will acquire one kit and flyer each month. A $19,545 grant from the H.W. Wilson Foundation funds the distribution.

Rutgers GSLS Changes Name

The Rutgers University Graduate School of Library Service in New Brunswick, N.J., recently changed its name to the Graduate School of Library and Information Studies to recognize librarianship's increasing emphasis on information technologies.

Next year the school will celebrate its silver anniversary.

USOE Funds Minority Fellowships

The University of Maryland's College of Library and Information Services will award library training fellowships to three doctoral and four master's degree candidates in fall 1979.

The university will give high priority to minority and disadvantaged applicants. The U.S. Office of Education is funding the fellowships with $49,500.

Interested applicants should contact the director of admissions, College of Library and Information Services, University of Maryland, College Park, MD 20742.

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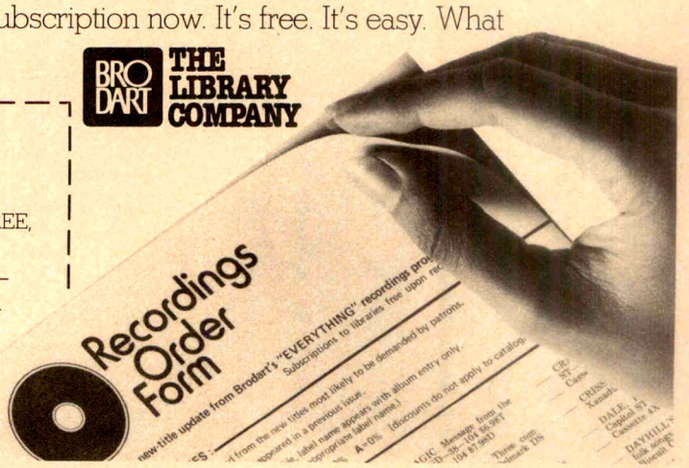

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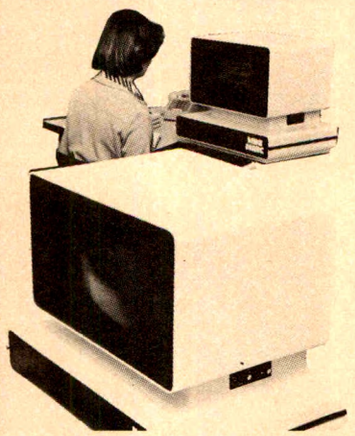

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Mechanical Misery: Equipment Access Dilemmas

by Constance J. Tiffany

Ours is the age of techno-time. The future is yesterday almost at the instant of invention, and life has caught up with science fiction. *Newsweek*'s July 3 cover story on "The Television of Tomorrow" describes the imminent "video communications complex" (formerly known as a "home") with its 84-inch screen, videocassette recorder, video-disk turntable, and system computer. Even now one can view larger-than-life TV in the neighborhood bar, bank-by-terminal or buy a home computer to play Space Wars, program menus, and figure taxes. A video-cassette recorder costs the same as an expensive stereo system.

Libraries are rapidly computerizing operations, creating an information systems job category with actual openings. At last it seems superfluous to explain or justify library access to the range of communication technologies.

Ironically, many libraries seem to be erecting a subtle barrier to the nonprint media they acquire.

The Right to Read

To make nonbook media messages readable, special equipment is required. Libraries have provided tables, chairs, and lighting—the only "technology" appropriate to reading books—but an unspoken debate exists on whether they should provide the technology for using audiovisuals. More importantly, what constitutes providing it in terms of maximum accessibility to the user?

The Public Library Association's Audiovisual Committee stated in 1975 that a library ". . . must have the necessary supporting equipment to sustain use of its collections. Additional equipment should be provided for public use." An informal survey of literature and libraries in 1977 revealed no standard adherence to this policy, but four diverse patterns of equipment "access" emerged:

1. lending or renting equipment for home use, usually to persons 18 or older;
2. centralizing playback equipment in a library media center where the staff operates it for the user;
3. allowing users to operate the equipment under supervision in the library media center;
4. dispersing equipment throughout the library with complete self-service.

The question of renting vs. lending equipment free is similar to that of user fees. Age limits on library services are officially proscribed in the standards, and the concept of a separate, centralized media center is the same as that of segregated vs. integrated shelving (*AL*, Sept., p. 499). I intend to discuss the two basic library approaches to audiovisual equipment.

Hands-On or Hands-Off

The damage to hardware and software, the theft or vandalism of equipment, and the poor public relations created by down time when the equipment is out for repair are the arguments against hands-on user control. Ultimately, the issue is cost.

The hands-on advocates consider patron-insult, intimidation, privacy, and education more important. Ultimately, the issue is access.

Do librarians know how many people still shy away from asking reference questions much less ask us to play a tape or film for them? Can libraries afford the staff commitment to make such a dependent service available all hours? Do we have a responsibility to help the public become proficient at using new media? Or must we perpetuate the user's status as a passive recipient who cannot understand or control the messages of the commercial mass media?

The library should not be another place where the user is mesmerized by the mystery that moves the message and subject to the pace and convenience of a third party. The library should provide an interactive environment where users can control the message. Patrons should be able to view a videotape on breast cancer self-examination in private or use a sound filmstrip to develop vocabulary skills without embarrassment. Individuals should have access to all media regardless of form, with the same one-to-one self-sufficiency reading a book provides.

Such implications deserve careful

Constance J. Tiffany is information librarian and audiovisual specialist at the Iowa City Public Library. She has worked in school, academic, and special libraries.

study before more libraries invest in costly, inflexible wiring systems or train staff members to spoon-feed AV consumers. Although maintenance is a problem, libraries should study ways to obtain better equipment and place it more strategically, develop public training programs, and budget for technical staff and backup equipment.

Trying the Hands-On Approach

Many school libraries and college learning resource centers have been working out hands-on problems and training users since the 1950s. The University of Wisconsin-Stout at Menomonie, a pioneer in intershelving books and audiovisuals, has demonstrated since 1971 that dispersing equipment throughout its collections is not only practical but also essential to its usefulness. Each equipment station provides self-service instruction.

The university has developed a security system which permits only the most conscientious thief to succeed in stealing equipment. Offenders are likely to be caught and the property recovered. Equipment is carefully evaluated and selected with much emphasis on durability and ease of use. A highly competent maintenance staff and backup supplies of equipment minimize down time.

Public libraries may seem to be more subject to equipment damage from vandals or untrained users. Responses to an informal survey, however, indicated the following range of experiences:

- Problems depend upon complexity of equipment—some loss or theft occurs whether equipment is public or supervised (Public Library of Columbus & Franklin County, Ohio);
- Many problems occur with small components such as headphones or stereo needles which were inferior when installed; users have become more sophisticated and now demand more variety (Manitowoc, Wis., Public Library);
- Dispersed, remotely located equipment may not work well due to lack of staff supervision; some vandalism occurs in such areas (Schaumburg Township Public Library, Ill.).

New equipment modifications such as "pound-proof" solenoids and logic controls of industrial videocassette players protect hardware and software from damage by users. Some libraries also have found that locating equipment within staffers' sightlines reduces the users' temptation to steal or destroy. Perhaps a balance of the many options will provide the best solutions.

The Whitmore Branch of Salt Lake County Public Library recently installed a staff-operated media playback desk in its young adult and children's area. Individual and small group viewing rooms have screens and remote control panels so users can operate stop/start/rewind and speed functions.

Literacy through Production

According to the simplest dictionary definition, to be literate is to be able to read and write. Libraries now promote literacy through mass media since, for some, it often may be the only effective means of communication.

Those who lack access to the costly production equipment are disadvantaged and denied development of an important literacy skill. Thus audiovisual production facilities become important in public libraries.

The most noticeable public library involvement in production is with cable television. Increasingly libraries have become public, governmental, and educational access facilitators. They often receive assistance from local cable television operators and/or revenues industry returns to municipalities. Graphics and audio production often develop as spin-offs to support video production.

The Southdale Branch of the Hennepin County Library in Edina, Minn. was the first, and until recently, the only public library to recognize the need to provide public access to the full range of new communication tools.

Portable video, graphics, audio dubbing and editing, photographic, and motion picture equipment all are available in a self-service laboratory. Competent staffers train and assist users, who are mostly local business people and members of community groups.

Green Groan the Hang-Backs

Issues like access and production involve costly solutions. But if providing new communications technology is important, librarians must offer optimum access systems. We must restructure our fiscal priorities and find user-oriented solutions to integrate new communications technology into 19th-century buildings and budgets. Our users then can meet the 21st century as literate participants in society. □

WOMEN

Women in Libraries

An index to the first six volumes (1970–77) of *Women in Libraries*, newsletter of the ALA/SRRT Task Force on Women, is now available for $3.50. Volumes 1–7 also are available for $6 apiece. Annual subscriptions to the newsletter are $4 for individuals and $6 for institutions.

Order from *Women in Libraries*, c/o Kay Cassell, 44 Nathaniel Blvd., Delmar, NY 12054. Checks should be payable to the ALA/SRRT Task Force on Women.

Learning to Use "She-nglish"

"It's not only a man's world, it's a man's language," begins *Equality in Print: A Guide for Editors and Publishers*. The 23-page illustrated booklet from Chicago Women in Publishing lists guidelines for using nonsexist language.

Sections such as "That Dominating 'Man,'" "The Troublesome 'He,'" "Double Standard Semantics," and "Ms.-takes" list commonly used sexist terms.

Line drawings and quotes by celebrities such as *Washington Post* Editor Ben Bradlee and Author James Thurber round out the booklet. $1.50 from Chicago Women in Publishing, P.O. Box 11837, Chicago, IL 60611.

Radcliffe to Process NOW Records

Last month Radcliffe College's Schlesinger Library began a one-year project to organize the current records of the National Organization for Women.

With a $16,270 grant from the National Historical Publications and Records Commission, Archivist Katherine Kraft will work with the Washington staff of NOW, which already has many records deposited at Radcliffe.

Statement of Ownership and Management

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("Average" figures denote the number of copies printed each issue during preceding 12 months; "Actual" figures denote number of copies of single issue published nearest to filing date—the October 1978 issue). **Total number of copies printed:** Average 41,273; Actual 39,000. **Paid circulation:** not applicable (i.e., no sales through dealers, carriers, street vendors, and counter sales). **Mail subscriptions:** Average 38,525; Actual 37,370. **Total paid circulation:** Average 38,525; Actual 37,370. **Free distribution:** Average 685; Actual 1,403. **Total distribution:** Average 39,210; Actual 37,773. **Office use, left-over, unaccounted, spoiled after printing:** Average 2,063; Actual 1,227. **Total (sum previous two entries):** Average 41,273; Actual 39,000.

Statement of Ownership, Management and Circulation (PS form 3526) for 1978 filed with United States Post Office Postmaster in Chicago, Sept. 25, 1978.

Appointments

ARLENE BIELEFIELD. Former director of the Russell Library in Middletown, Conn., Bielefield recently was appointed head of the Connecticut State Library's Division of Reader Services.

RONALD DIENER. As director of OHIONET in Columbus, Ohio, after Dec. 1, Diener will be responsible for establishing this new library network. He resigned as head of the Office for Systems Planning and Research in Harvard University Library.

WAYNE JOHNSON. Coming to the Wyoming State Library in 1973 as chief of administrative services, and later heading business services, Johnson became state librarian Sept. 20.

LOUIS MARTIN. Librarian of Harvard College for the last six years, Martin will become director of Cornell University Libraries next spring.

INABETH MILLER. Sept. 11 Miller became librarian of Harvard University's Monroe C. Gutman Library. She formerly directed media services for the Watertown Public Schools.

ROBERT RUNYON. Runyon directs the University of Nebraska library, effective Nov. 1, after having been associate director of the University of Utah libraries.

THOMAS SHAUGHNESSY. The associate dean of the University of Southern California library school has been named assistant director of public services and collection development at the University of Houston Central Campus Libraries. Shaughnessy directed research for the Chicago Public Library Survey, 1968–69.

FRANK VAN ZANTEN. Former associate director for library development of the Illinois State Library, Van Zanten is now director of the Mid-Hudson Library System in Poughkeepsie, N.Y.

Retirements

WILLIAM CHAIT. At the end of 1978, ALA Treasurer Chait will retire as director of the Dayton and Montgomery County Public Library (Ohio) after 22 years of service. He will continue to be an OCLC, Inc., trustee, an ALA officer, and a library consultant.

Deaths

HARRY BAUER. After suffering a stroke in August, Bauer died on Labor Day in George Washington University Hospital, Washington, D.C. Professor emeritus of the University of Washington library school, Bauer was that institution's director of libraries in 1947–59 and professor of librarianship in 1959–67. He was an ALA life member.

BEVERLY BREWSTER. On Sept. 25 Professor Brewster of Catholic University's Graduate Department of Library and Information Science died of cancer in Washington at the age of 39. She chaired the Middle East and North Africa Area of the International Relations Round Table.

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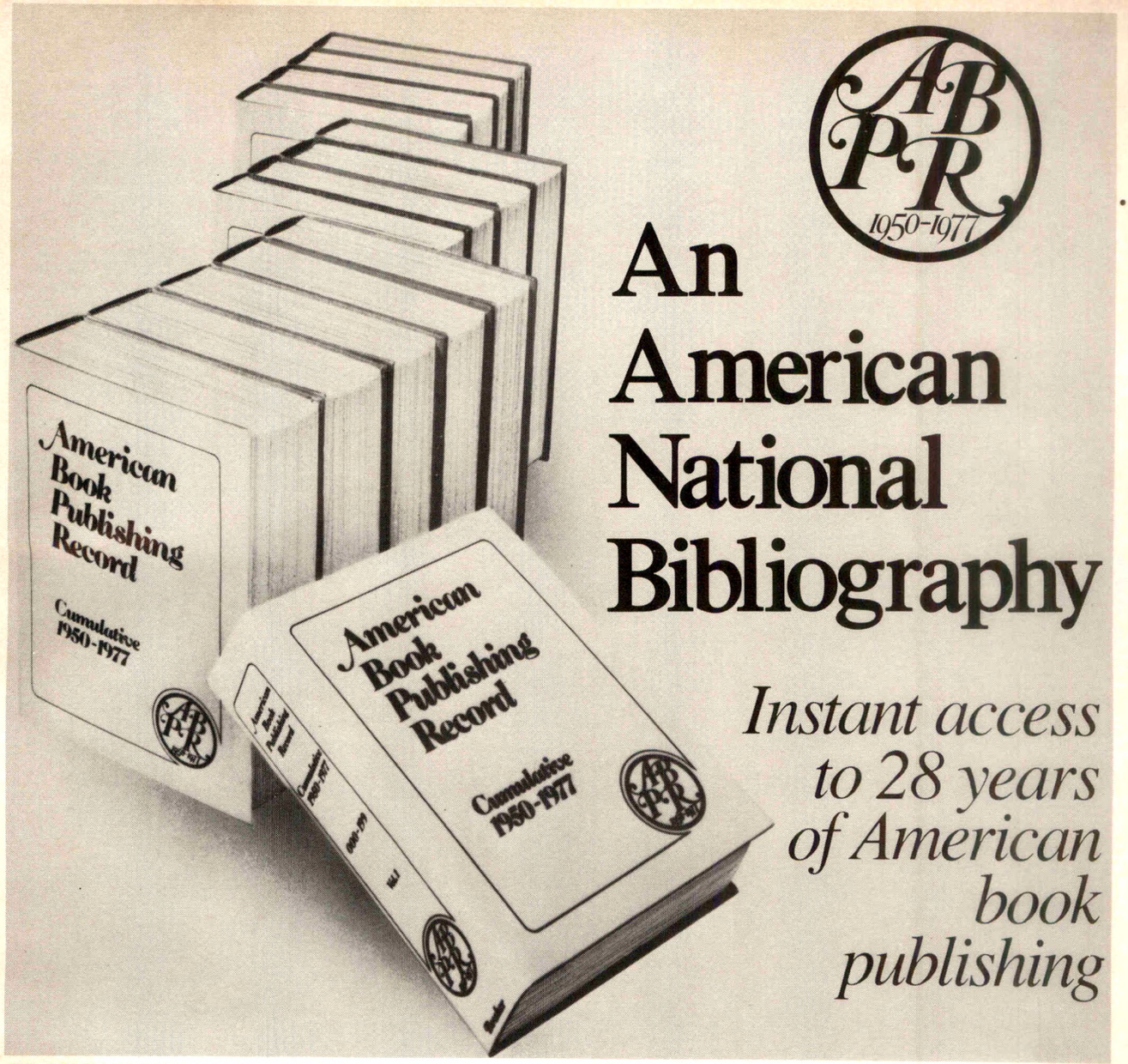

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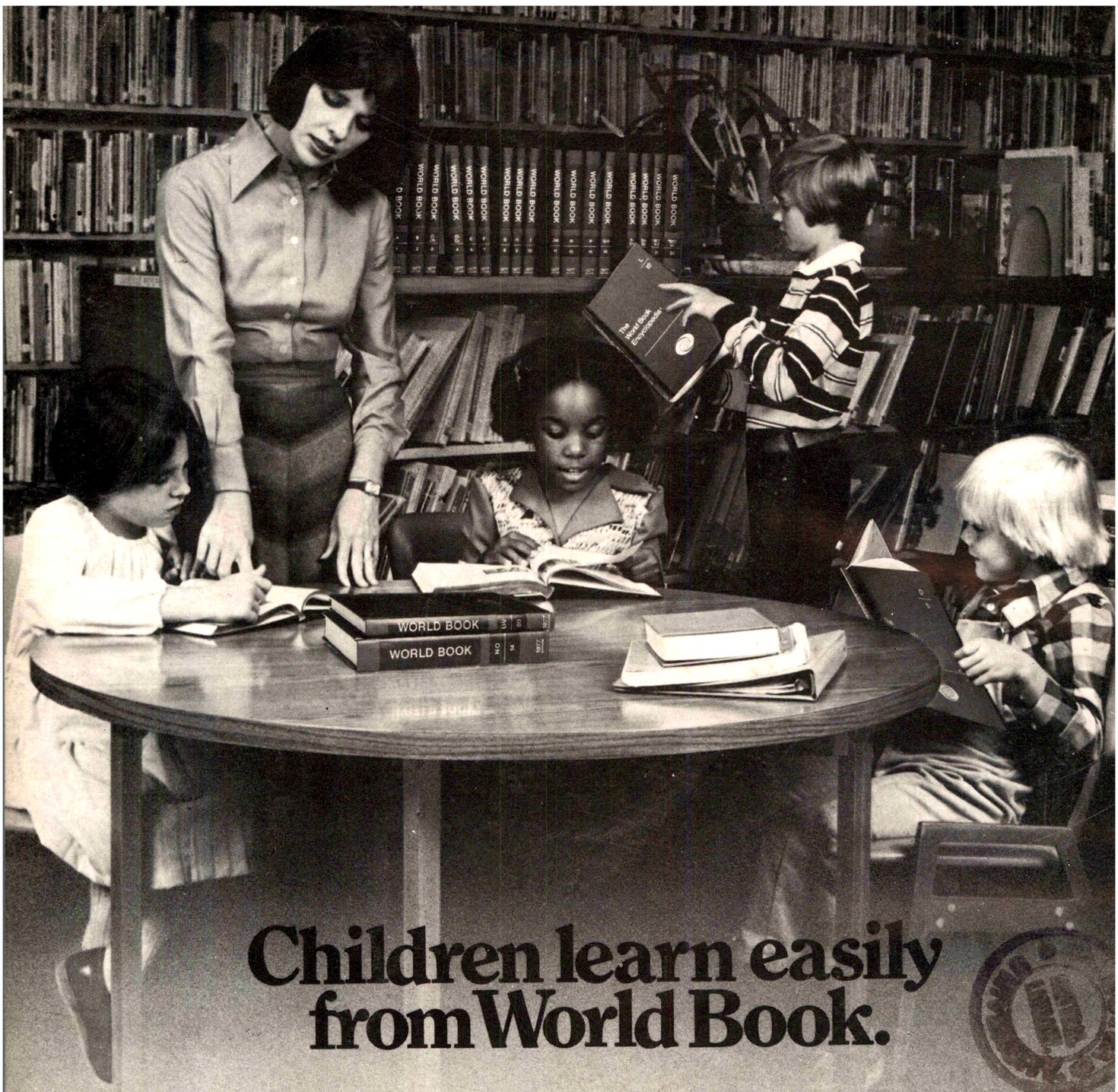

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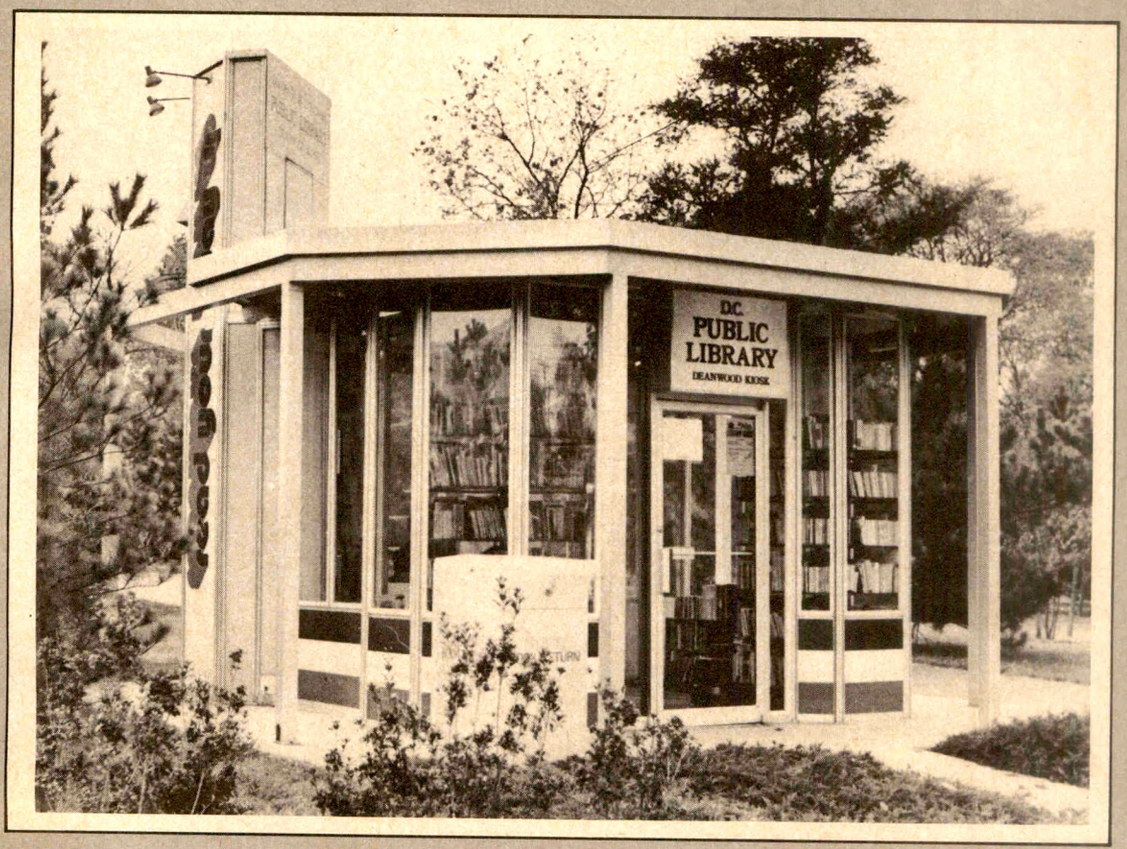

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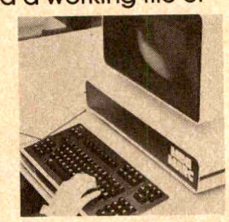

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american libraries

VOL. 9, NO. 11 DECEMBER 1978

634 IN THE NEWS/ It was no tea party Nov. 8–11 in Boston, but the first national conference to be held by an ALA division—and a whopping success at that. Also in the news: "Naked Came the Reader, or a Tale of Three Surveys"; pre-WHCLIS highlights; death of SLA's Frank McKenna.

635 ALA UNIT PROFILE/ The Association of College and Research Libraries.

646 LIBRARY LIFE/ "Picturepages" promoted on Captain Kangaroo make some happy, others hopping mad. Plus more vignettes from across the nation.

649 WHO WE ARE/ Paul Winkler: Editor II of AACR II, and Sally Knapp: Super Searcher.

653 SPECIAL REPORT/ "Kicking the Silver Habit: Confessions of a Former Addict," by Carl M. Spaulding. Is your library buying the wrong kind of microform for its needs? Spaulding makes his case for nonsilver.

SECOND OPINIONS/ Commenting on Spaulding's diagnoses are seven authorities in the field: Charles G. LaHood, Jr., J. J. Fitzsimmons, Don M. Avedon, Nancy M. Cline, E. Dale Cluff, O. James Cope, and James B. Adler.

Seasonal note cards from the Library of Congress: Polish papercuts (p. 684).

670 MIDWINTER/ Agenda and other information on the 1979 ALA Midwinter Meeting, January 7–12 in Washington, D.C.

678 THE SOURCE/ Featuring: Actions of the ALA Executive Board at its Fall Meeting; "Recorded Dance: A New Era," by Laurel Crone Sneed in "Mediatmosphere" (682); "An Odd Couple—AACR 2 and Automation," by Susan K. Martin in "Managing Technological Change" (689).

632 EDITOR'S PAGE ONE
644 COMMENTARY
657 CAREER LEADS
673 FACILITIES & DESIGN
674 DATEBOOK
676 YOUTHREACH

Cover: The warm glow of holiday lights in the Library of Congress will be followed closely by a reception Jan. 7 for ALA Midwinterites in this same Great Hall. The tree, unhappily, is scheduled to come down prior to the reception; but *AL*'s December cover reproduces the Library's favorite pictorial record of this grand tradition, a photo from about 10 years ago.

THE EDITOR'S PAGE ONE

ALA MIDWINTER: PUTTING OUR MOUTH WHERE OUR MONEY IS

How much to move Midwinter from Chicago to friendly E.R.A. territory? It appears that ALA will have put up about $23,000 extra by the time staff-moving expenses are in for the Jan. 7-12 meeting in Washington, D.C. Midwinterites, however, should have no difficulty putting mouths to work in the town where money's minted, for many a talk-generating topic has heated up since June: The revised cataloging code, now in circulation. ... A newly germinated concept for a national library board, which some would like to see flower--and which has others reaching for the weed killer. ... The proper role for librarians at the White House Conference--active or passive? ... Criteria for a "national-level bibliographic record" in the machine age. ... ALA policy on collective bargaining in libraries.

And here's a late announcement: call Heather Nicoll of NCLIS (202-653-6252) for information on a Jan. 9 hearing concerning revision of the Communications Act of 1934. Statements can be given.

JOE CAN REMAIN A MAN. JACK, TOO

November referendums appear to have brought good news for a few libraries, the tax revolt notwithstanding. And in Mississippi, citizens revolted against outdated clauses in their consititution, one of which had required the state librarian to be a woman. The vote to throw it out was good news for State Librarian Joe Forsee and predecessor Jack Mulkey.

THE ALL-OVER ANTIDOTE TO LIBRARY TENSIONS

Among several secrets revealed in Ambassador magazine's "10 Ways Uptight Executives Unwind" (November) was the tried and true method of Bob Cookingham, a Montana librarian whose last job gave him 20,000 square miles worth of worries. Bob weaves rugs. "Weaving rugs," Cookingham told the TWA in-flight magazine, "totally involves your mind, arms, legs, even your rear end, because you've got to watch when you're sliding back and forth on the loom."

FUNDING ADVICE AT THE RIGHT PRICE

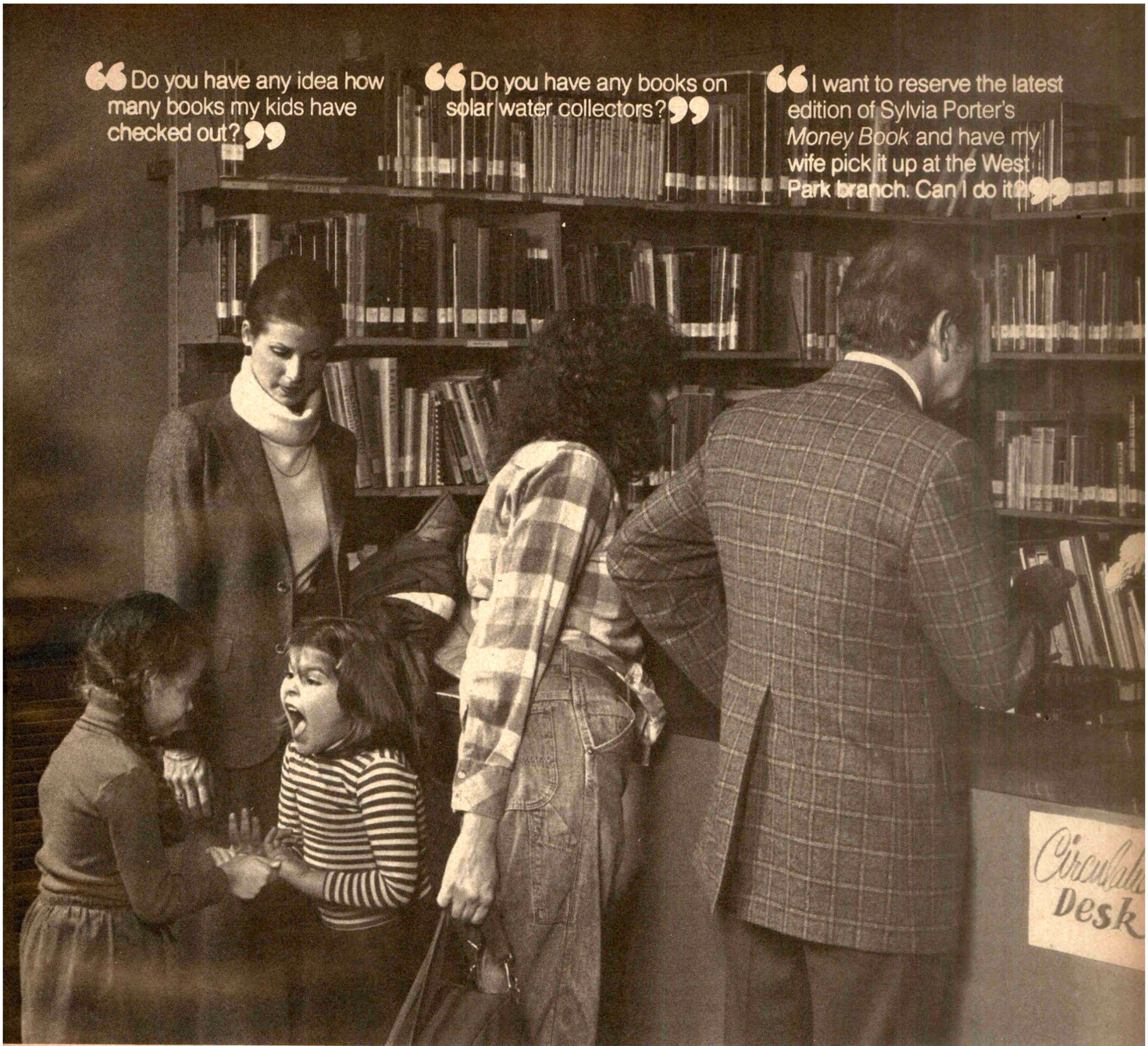
The library people in Washington are very high on a new publication providing leads to often-overlooked federal funding sources. Federal Programs for Libraries: A Directory gives information on nine library and 72 library-related programs. Compiled by Lawrence E. Leonard and Ann M. Erteschik, it's free for the asking from Dr. Leonard at USOE/BLLR, ROB #3, Rm. 3319B, 7th and D, S.W., Washington, DC 20202, or call (202) 472-5150.

"READ BOOKS EVEN IF IT DOESN'T HELP YOUR LOOKS" (A SLOGAN)

"I HATE THE LIBRARY (when it's closed)." The slogan is one of thousands coming to ALA on children's posters entered in the ALA/AASL/Scholastic Magazines "What the Library Means to Me" contest. Frightening is the number of slogans reflecting restrictive attitudes--"Keep Quiet!" "Be Neat!" "If you bend a book, you'll be in trouble!" Others, however, are priceless. AL's favorite thus far: "My library is my second school."

WITH FRIENDS LIKE THESE, WHO NEEDS CUSTOMERS?

On Nov. 13, some 7,000 Friends of the New York Public Library helped inaugurate one of the largest trade bookstores in the world. The flagship of the 304-store B. Dalton chain, the new Fun City outlet is designed (by Ken White Associates) to hold some 300,000 volumes--about as many as stocked by the Topeka Public Library. Invited Friends mingled with celebrities at the opening and, of course, bought books. Proceeds of the day go to NYPL. Visiting New York? The address is 666 Fifth Ave.



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IN THE NEWS

All Programs, No Business, and the City of Boston Attract 2,650 to ACRL's First National Conference

by Lois Pearson

As he opened the first national conference of ALA's Association of College and Research Libraries held at the Sheraton-Boston Nov. 8-11, Chair George Parks of the University of Rhode Island/Kingston remarked: "The gestation of an elephant is 22 months. The gestation of this conference was 36 months—and the baby is much bigger than we anticipated."

The 2,650-member infant emerged healthy, lively, and learned. On its third day, ACRL President Evan Farber pronounced the conference "enormously successful" and "superbly balanced." ALA Executive Director Robert Wedgeworth reported he was "ecstatic" and cut short his greeting to make way for the "exciting" program.

After the seventh heavy theme address, Margaret Michaud of Harvard's Gutman Library-Research Center told a colleague, "I'm having the *best* time!" On the escalator between the 125 exhibits, another young librarian confessed, "My head is so crammed with knowledge I'm afraid it can't absorb anymore." Her friend agreed, adding, "But isn't it stimulating?"

University of Mississippi Library Director Calvin Boyer gave his opinion of the conference in one word, without reservations: "Super!"

40th Birthday Party

The conference began as a gleam in the eye of ACRL's New England Chapter Executive Committee in 1975: why not celebrate ACRL's 40th anniversary in Boston? The following year, the idea won the approval of the ACRL Board and ALA's Executive Board and Parks was appointed conference chair.

The conference planners decided on an all-program meeting based on the theme "New Horizons for Academic Libraries." No business meetings or committee meetings were permitted. Eight speakers delivered the major theme addresses in the Sheraton's Independence Ballroom: HEW Assistant Secretary Mary F. Berry spoke on "Higher Education in the United States: The Road Ahead;" Council on Library Resources President Warren J. Haas on "Managing our Academic Libraries: Ways and Means;" New York University Economics Professor Fritz Machlup on "Scholarly Communication and Libraries;"

Harvard University Vice President Joe B. Wyatt on "The Role of Technology;" Indiana Cooperative Library Services Authority Executive Director Barbara Markuson on "Cooperation and Networking;" Management Consultant Richard W. Boss on "Programs and Services in Academic Libraries;" MIT Library Director Jay K. Lucker on "Library Resources and Bibliographic Control;" and University of California/San Diego Librarian Millicent D. Abell on "The Changing Role of the Academic Librarian."

Memorable Addresses

Some provocative predictions:

- "We are going to solve the unemployment problem—in President Carter's first or second term, or in Mondale's eight years." (Berry)
- "The music to which librarians will be dancing will concentrate on the hustle rather than the waltz." (Haas)
- "Living knowledge may be more important than recorded . . . but there's no hookup (yet) between the living memory and the computer." (Machlup)
- With the new information technology, "librarians have the opportunity to be born again." (Wyatt)
- "Every day we should let our minds run on the business of information technology and think how ideas might apply." (Markuson)
- "The videodisc will hold 108,000 images, any one of which is retrievable in less than four seconds." (Boss)
- "It's a great time to be a librarian . . . We will solve our problems because we've done it before." (Lucker)
- "The choice between drift and mastery, dear colleagues, lies not in our stars but in ourselves." (Abell)

Photos by Lois Pearson

Academic librarians seek new horizons. *Clockwise from left: Margaret Perry (l.) of the U. of Rochester (N.Y.) argues against faculty status at one session; Keyes Metcalf accepts a new award from ACRL President Evan Farber of Earlham College (Richmond, Ind.); Harvard cataloger Margaret Michaud chats with two MIT librarians between sessions; and Millicent Abell of the U. of California/San Diego fields a question as Simmons Dean Robert Stueart listens.*

Cassettes of the theme addresses (except for Machlup's) may be ordered at $8 each from Cebar Communiactions, POB 400, Columbia, MD 21045. They will be published in the March 1979 *College & Research Libraries* and in the conference proceedings.

Scholarly Papers

The proceedings will also include the 66 contributed papers selected by a panel of judges from more than 250 submitted.

Everyone who registered received copies of all 66 papers on microfiche

Association of College and Research Libraries

"To suit . . . the Collegemen" in 1853, the first Librarians' Convention met in New York City in the month of September. In October 1876, academic librarians helped found the American Library Association, and 13 years later they organized its College Library Section.

"The colleges," Melvil Dewey wrote in 1885, "are awakening to the fact that the work of every professor and department is necessarily based on the library; textbooks are constantly yielding their exalted places to wider and broader methods." Despite this educational metamorphosis, however, ALA's College and Reference Section grew slowly. In 1935, 45 years after its founding, the section's membership finally reached 100.

Impatient with ALA's emphasis on public libraries, college librarians replaced their weak section with a new organization, the Association of College and Research Libraries, on June 16, 1938—and ACRL took off. By its 40th anniversary last June, ACRL had become ALA's largest and one of its strongest units, with 8,600 members (an increase of 11 percent since 1977) and a budget of nearly $1 million.

To mark its 40th anniversary, the association staged its first independent national conference in Boston Nov. 8-11. (See this issue's "In the News" report.)

Approximately half of ACRL's 8,600 members work in university libraries, one-third in college libraries, and just under one-fifth in two-year college libraries. Of its 575 foreign members, 300 are Canadian, including ALA Executive Board member Norman Horrocks of Dalhousie University in Halifax, Nova Scotia. Active ACRL members have formed 103 committees, 12 subject specialty sections with their own boards, 7 discussion groups, 20 local chapters, and have named 16 representatives to other organizations. Evan Ira Farber, head librarian at Earlham College, Richmond, Ind., is ACRL president for 1978-79.

Faculty Status and Standards

Like other librarians, ACRL members currently concern themselves with copyright, networks, bibliographic instruction, participative management, automation, and the White House conference. But the special problem of faculty status continues to demand their attention.

As early as 1890, college librarians discussed "The Relation of the Librarian to the Faculty" at an ALA Annual Conference. By 1941, Rice Estes reported a growing trend toward faculty status, to make librarians equal to professors in rank, title, salary, and other benefits.

Kurt Vonnegut, Jr., entertains the guests attending ACRL's 40th anniversary dinner in Boston, the division's first independent national conference. Conference chair George Parks sits at left.

At the incendiary Atlantic City Annual Conference in 1969, ACRL activists urged ALA's Council to support full faculty status "by any and all professional means" including censure, sanctions, and accreditation. Council defeated the resolution, but did ask ALA to gather and publish data on the salaries and hours of academic librarians.

On many campuses, librarians are still fighting to get or retain faculty status. In the wake of budget crises, some administrations are cutting costs by stripping librarians of their hard-won rank and benefits. ACRL's Academic Status Committee successfully helped several libraries—most recently that of Atlanta University—retain their benefits this year. The committee plans to survey the factors leading up to the granting, retention, withdrawal, and denial of academic status in American colleges and universities.

In 1975, ACRL and the Association of Research Libraries appointed a joint committee to develop university standards. The committee completed its work in 1978 and published its draft of the standards in *College & Research Libraries News* last April. The standards will come before the ACRL board for final action at ALA Midwinter 1979. In his June report, outgoing ACRL President Eldred R. Smith expressed his strong hope "that either ACRL and ARL adopt these standards or give up, at least for the time being, our long-standing and perpetually unsuccessful efforts in this area."

Choice for All

In 1964, ACRL members founded the book review journal *Choice* to help them select books for liberal arts colleges. The monthly has become a basic acquisitions tool in colleges, universities, and large public libraries. Even some high school librarians find it useful.

Originally established on the campus of Wesleyan College in Middletown, Conn., to take advantage of its library environment, resources, and inexpensive space, *Choice* now operates from an office complex in downtown Middletown. Edited by Louis A. Sasso and his staff of 21, *Choice* reviews some 6,000 books a year. The succinct reviews are written by faculty members and subject specialists and, according to William Katz, "are much more critical than those found in other media."

ACRL also publishes the scholarly journal *College & Research Libraries* six times a year, and the monthly *C&RL News*, which lists job openings and continuing education courses and workshops, and tells what's happening in ACRL's geographic chapters and the rest of the academic library world.

Job and Consultant Services

At ACRL headquarters, Executive Secretary Julie Virgo, Program Officer Hal Espo, and three other staffers offer ever-increasing services. ACRL's placement center recently began sending advance listings of the job openings printed in *C&RL News* to anyone who asks. Members may receive the monthly lists gratis; nonmembers pay $10. The service places job notices in the hands of jobseekers within 6 to 32 days of the time they are placed.

ACRL's information center offers custom-made packets of materials on any subject members request. The materials include reprints of ACRL statements, standards, guidelines, procedures, journal articles, and even specially written documents.

The consulting service assists librarians faced with management decisions on equipment, procedures, and personnel. Drawing on ACRL and ALA staff and a network of consultants, the service provides documentation and support for librarians working to improve services or obtain better space, funding, or appropriate recognition.

Too confidential to be described in specific terms, the consultant service involves personnel problems, claims of lack of due process, and union troubles. As more academic institutions become involved in collective bargaining, librarians frequently ask ACRL guidance.

For further information, write ACRL, ALA, 50 E. Huron St., Chicago, IL 60611, or telephone (312) 944-6780. □

donated by University Microfilms International.

The microfiche apparently kept no one from attending the sessions at which the papers were read. By 8 Thursday morning, the Sheraton's Hampden Room was filled to overflowing with those eager to hear two papers on "Automation in Public Libraries: Service Aspects and Available Systems," even though the session was repeated more conveniently at 3:15 p.m. on Friday.

Lighter Moments

Indian summer weather enticed most conferees to spend their 2½-hour lunch breaks exploring suggestions offered by two Harvard librarians in "Restaurant Guide to Boston" and "The Boston Legacy: A Guide to the Libraries, Museums, and Historic Sites in Greater Boston."

At 5:30 each evening, all serious deliberation halted. The first night, the trustees of the Boston Public and the Boston Library Consortium hosted a champagne reception at the BPL. In the ornate old section, a brass quintet from the New England Conservatory played classical music; a small jazz band jammed in BPL's new addition.

At the Boston Dinner Thursday evening, Farber presented the first $2,000 ACRL/Baker & Taylor Academic/Research Librarian of the Year Award to two winners: Keyes D. Metcalf and Robert B. Downs. The audience of 900 gave the two former ALA presidents a standing ovation.

The gentle wit of Kurt Vonnegut, Jr., provided the pièce de résistance at the dinner. In today's world, Vonnegut observed, "Jokes help a little—they give you a two-minute fix."

At 56, Vonnegut said, he could do anything he damn well pleased, so he sang a loving, if not very melodious, version of Hoagy Carmichael's "Star Dust," which he once considered greater than Beethoven's Fifth.

He grew up in Indianapolis, "the largest city in the world not on navigable water." He was, he said, the creation of the radio and movies of the '30s—Jack Benny, the Marx Brothers, Stoopnagle, and Henry Morgan. "When the news was all bad," he reminisced, "words and sounds alone could make people happy." In those days, he read Dos Passos, Steinbeck, and Odets.

In contrast, he asked, how will today's young people, raised on TV violence, survive the "ghastly loneliness" of youth? America's 25 million functional illiterates may never know what can be learned about life from books. Librarians, he proposed, should wear pins to assure people, "You are not alone!"

On the final evening of the conference, G. K. Hall invited the first 1,200 people to register to a wine-and-cheese reception at the Boston Museum of Fine Arts. The Museum limited the number to allow the guests to file slowly through the traveling exhibit "Treasures of Early Irish Art—1500 BC–1500 AD" including the priceless *Book of Kells*.

ACRL 2?

Nearly 1,000 academic librarians stayed over for a Saturday morning session on bibliographic networks presented by speakers from the Washington State Library Network, OCLC, BALLOTS, and the University of Toronto Library Automation Systems.

As at all conferences, librarians were quick to vocalize their gripes. The food at the Boston Dinner was pretty awful—though one woman suggested, "Maybe it's a local custom to cut the Boston cream pie a week before serving it." Nancy Huling of SUNY/Binghamton and Nancy Baker of the University of Kentucky preferred the ACRL conference to ALA's Annual, but found the papers "repetitious" and "disappointing."

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There wasn't enough for the small college, Mary Beth Gladieux of Cardinal Glennon College, St. Louis, Mo., admitted, but she would like to see a second ACRL conference in the Midwest in a few years. "The best thing," said Gladieux, "is the personal contacts—it's so easy to make friends here."

Marilyn Sternberg and Nora Gallagher of Adelphi University, Garden City, N.Y., complained of being overstimulated. "There wasn't enough time after each speech and paper for reaction and interaction," said Sternberg. But both agreed with the New York State Library's E. J. Josey that an ACRL conference—and other divisional conferences—every three or five years could only add to, not dilute, the impact of ALA and its chapters. —*L.R.P.*

***Good news** greeted Windy-City breakfasters Nov. 14 when the papers headlined plans for the first new main library building here in 81 years. Best news is that the 10-to-12-story, $60-million building will adjoin the old central library in the downtown "Loop" section. The old building, now the restored Cultural Center, will continue to house the popular library, audiovisual center, children's library, and other specialized collections; into the new building—as early as three years hence—will come the rest of the library, now housed in an unpopular temporary accommodation outside the Loop. Along with this new facility, which may not mesh with all the best-laid plans of library staff, Mayor Michael Bilandic announced three new board members; Eliza Gleason, Hanna Gray, and Mrs. Richard J. Daley (preferred name). Board Chair Ralph Newman is likely to resign to fill a new appointment as city archivist, attached to the library.*

The Jarvis-Cannon Plan for Empty Libraries

The following appeared in the Information 13 Newsletter of the California State Library, Oct. 31.

The irrepressible Howard Jarvis was interviewed October 23, and the subject of libraries again came up:

Reporter. Libraries are closing in Los Angeles. How do you feel about that?

Jarvis. It doesn't bother me a damn bit.

R. Why not?

J. Well, because most of the children they're for can't read. And I don't know what the hell good it does to have the books there. Now I understand that they're closing one day a week. Which doesn't bother me at all. I have been familiar with libraries for some time. Ninety percent of the time you could shoot a cannon through and nobody's there . . .

California public libraries answered 34 million reference questions and circulated 123 million items last year.

Another Preconference Muscles Funding Increase

The master plan calling for local White House preconferences may be to generate national library issues from the grassroots; but almost every gathering of delegates has taken time to give state-level legislators a sharp nudge or two in the right places. As a result, the preconferences have already helped push across some much-needed funding. Last month *AL* reported big gains in New York State and big promises in West Virginia. In late October, a dramatic victory took place in Washington, D.C.

There, about one month after some 160 pre-WHCLIS delegates had marched on the D.C. City Council to protest public library cutbacks, the Council voted $230,000 to restore the cuts and added an extra $92,000 for maintenance and repair of buildings.

The service cuts had frozen bookmobile service in the Capital, a loss that was widely publicized in the press. In voting to appropriate "all it takes" to restore the bookmobiles in fiscal 1980, the Council issued a glowing report on library heroism under scant funding.

Part of that heroism, said a library spokesperson, is attributable to the trustees, who, under President Benjamin F. Amos, have shown new vigor in their own lobbying of the Council and in general involvement with the goals of Librarian Hardy R. Franklin.

The 1980 budget, signed by the mayor, must gain federal approval.

American Indians, Alaskan Natives Call for National Association At Denver "Reservations" WHCLIS

Resolutions calling for a bill to train Indian library service personnel, establishment of certification criteria for Indian library workers, and funds to help Indian communities conduct information needs surveys resulted from the White House Preconference on Indian Library and Information Services on or Near Reservations Oct. 19-22.

Eighty-nine American Indian and Alaskan Native delegates and 104 observers attended the Denver conference, sponsored by NCLIS, the U.S. Department of the Interior Office of Library and Information Services, and the Bureau of Indian Affairs (BIA). Conference highlights included a peace pipe smoking ceremony, an Indian fashion show, a pow-wow dance ceremony, a talk by Colorado's lieutenant-governor, and one by ALA President Russell Shank.

The conference generated 10 resolutions on "the development and operation of library systems in Indian countries." Delegates signed a petition to establish an American Indian Library Association to "develop criteria and standards for Indian libraries and work for their adoption by other associations and accrediting agencies."

The logo designed by Ron Hernandez (Sioux) for ALA's American Indian Libraries Newsletter *was used as the symbol of the Indians/Alaskan Natives preconference.*

Conferees asked that the Department of the Interior administer a National Indian Omnibus Library Bill with provisions for training Indian library service personnel. They also called for Indians and Alaskans to establish their own certification criteria.

Delegates emphasized that the Department of the Interior and/or BIA should play a large role in establishing Indian libraries. They made no secret of their distrust of and previous bad experiences with state governments in obtaining any type of services for Indians and Alaskans. Disenchantment was greatest among delegates representing

concerns of Indians and Alaskans who do not live on or near reservations.

Conferees elected four Indian representatives to the national White House Conference, including Cherokee Cheryl Metoyer, editor of *American Indian Libraries Newsletter*. ALA Member Virginia Mathews (Osage) chaired the conference.—*From a report by Jean Coleman, ALA Office For Library Service to the Disadvantaged.*

At Urban Chiefs Powwow

Martin Prefers Libraries Glowing with Fire

Some 75 library directors, trustees, and faculty members met Oct. 26-27 to discuss "The Future of the Main Urban Library" at the first national conference of the Urban Libraries Council. In welcoming the conferees to the Chicago Public Library Cultural Center, host Ralph Newman said his city was questioning the very need for a central library. (Just 17 days later, the mayor revealed plans for a new building—see p. 637).

Most of the participants appeared to agree the main public library *is* viable—the question is how to keep it so.

In the wake of Proposition 13 fever, financing dominated the discussions. Rep. William D. Ford (D-Mich.) led off by noting the quick scramble to find alternative funding in state and national capitals since local tax support was threatened.

The White House Conference on Library and Information Services has a great potential right now, Ford pointed out; it could educate the American public and its movers and shakers as successfully as the White House Conference on Education did in 1965. That conference convinced people the federal government had to plunge in to aid education, and as a result education programs will reach an unprecedented total of $56 billion over the next five years.

"Somebody must stimulate more federal aid to libraries," Ford declared, "by educating everyone to the real problems and priorities of this perishable institution . . . It's time for librarians to get pushy."

Besides promoting their cause at WHCLIS conferences, Ford urged, the librarians must join urban lobbying groups. ALA's Eileen Cooke handles library matters in Congress so competently, he said, the ULC needs no lobby of its own. But members should "get an effective ear" in city, state, and national politics, as Newman did with the late Mayor Richard Daley.

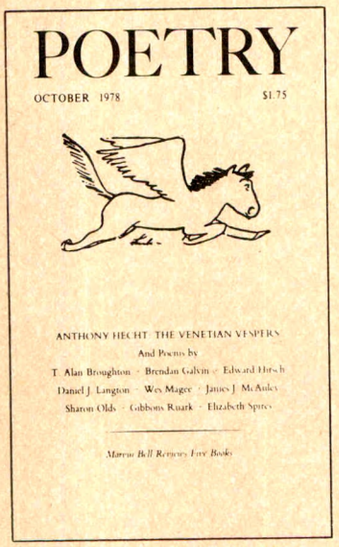
In his keynoter on the conference theme, Library Consultant Lowell Martin outlined three possible roles for the urban central library: as a metropolitan information center, a regional resource service, or an educational and cultural center. It may become a "special library for the citizen." Whatever the choice, or combination of choices, it must be tailored for the community.

The main library, Martin concluded, could be like a family treasure, an old jewel put away with love and care. Or, he said, "it could be placed in a new setting and glow with fire . . . I go for fire, not dust."

After a masterful summary of the presentations by Ford, Martin, Kathleen Molz, and Henriette Avram and the rebuttals that followed, Lester Asheim of the University of North Carolina/Chapel Hill library school, expressed his own skepticism on the future of the central library. "We don't hear the futurists' warnings . . . We've long known the property tax was not a reliable base; other sources should have been found . . . Talking distracts us from doing . . . We must plan for uncertainty."

A record of the conference may be requested from ULC Executive Director Paxton Price, 1101 N. Third St., Las Cruces, NM 88001. —*L.R.P.*

THERE ARE HUNDREDS OF LITERARY MAGAZINES BUT ONLY ONE *POETRY.*



Edited by John Frederick Nims

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Naked Came the Reader, or A Tale of Three Surveys

by Art Plotnik

Oh, the poor, unsuspecting reader! As she (she is more likely to be a she) passes her days picking up a library book here, buying a bestseller there, and curling up for a juicy read in the privacy of her bedroom—*we know just what she's up to!*

We know because a wave of information on readers has washed ashore recently, bearing the results of three sampling surveys done by three fancy firms.

One, conducted by Leo Burnett for in-house use, was completed about four years ago but revealed to librarians only in October at the Illinois Library Association Conference. It asked one library question: "How frequently did you use the library in the last year?" But in studying other behavioral characteristics and attitudes of the respondents—everything from shopping to shaving—the survey produced a library-user profile of unprecedented detail.

A second survey, by the Gallup Organization, was carried out this year for the American Library Association. Its major findings, which will fuel White House Conference discussions, were reported last month in *American Libraries*. Gallup focused on how Americans perceive libraries and on general reading.

A third survey, unveiled with fanfare at the Library of Congress Oct. 25, is by Yankelovich, Skelly & White for the Book Industry Study Group, which wanted to know everything it had always been afraid to ask about American book reading and buying habits.

Selected findings from the Yankelovich six-month consumer survey were dissected Oct. 26 during an all-day seminar sponsored by LC's Center for the Book. Participating were several of the most incandescent luminaries of the book publishing/reading/library universe, and their cerebrations on the Yankelovich findings are skimmed below.

Most amazing, however, was that the three surveys, straining to bring *raison* to considerably different institutional and commercial goals, corroborated one another on several key points (if one can allow that heavy public library users and heavy book readers are roughly one and the same, which they are):

1. Readers are well-rounded.

The heaviest book readers are not reclusive, but, on the contrary, they are the doers in life, plunging into the most activities (Y, G, B*). They are even more likely than nonreaders to plunge into the ultimate activity: having children. Nonreaders who use the excuses of limited time (Y, 28%) are often unemployed or retired. Female nonusers of libraries listed shopping and going to the doctor as their two main activities outside the home (B).

2. Television is not the enemy.

Yankelovich found that the heaviest book readers spend about as much time (15 hours/wk.) watching TV as those who read only nonbook materials (16 hours), and about two-thirds as much as nonreaders. Burnett also found the big library users to be big on TV, though they didn't consider it their prime source of entertainment. Gallup showed that 27% were motivated to read by TV (mostly *Roots*) and that two out of three parents don't believe more TV would mean less reading for their children.

Also, a recent German project described at the LC symposium underscored TV's potential for increasing book reading. Topical book suggestions tied in with programs on state-run television proved more effective in reading motivation than teachers, parents, or peers.

3. Women are best and worst.

More heavy readers are female (Y, G), though 65% engage only in leisure reading compared with 46% of men (Y). The Burnett study portrays the most hopeless nonuser of libraries to be female, afraid of the dark and communism, and most comfortable with clean shaven men. The male nonusers, at least, can be lured by home-repair and auto literature.

Librarian of Congress Daniel Boorstin, co-moderating the Center for Book seminar with publisher Martin Levin, has tried to institute similar projects in the United States; but American TV, he remarked at the seminar, "is so philistine, money-grubbing, so commercial, that they will not give us the opportunity. . . . We can't educate them; we have to shame them!"

Seminar participant Robert D. Hale of the American Booksellers Association said that "just losing the crutch of TV is worth this whole [Yankelovich] study." He said a lot; the study cost $117,000.

4. The elders read less.

People 50 and over use libraries about half as much as the 18-34 set (G), and people aged 60 and over make up only 12% of bookreading adults, though they are 20% of the adult (16 and over) population (Y).

The Book Industry Study

The Yankelovich study carried out for the Book Industry Group will be most immediately valuable to book marketers, who are paying $1,000 for each copy of the full, detailed consumer and nonconsumer profiles. But as Arthur White of the Yankelovich, Skelly & White firm pointed out during his day and a half at LC, the survey results are only a beginning in addressing the problems of American reading behavior. Practically everyone having something to do with books has a different opinion on the nature of the problems and their solutions; but the Yankelovich/Book Industry study, at least, brings further quantification to data already gathered, and quantification based on perhaps the most intensive sampling to date (1,450 one-hour interviews in 165 cities during May and June 1978).

Some of the survey's "descriptive and diagnostic" findings, however, were challenged during the seminar. Critics charged that since book reading, like library use, is a socially desirable trait, people tend toward little white exaggerations in discussing it.

A Skimming of the Findings

In addition to items discussed above, the Yankelovich Book Industry survey of American adults (16 and over) found that:

- 55% read books, 39% read only magazines and/or newspapers, and 6% don't read.
- Only 10% of book readers and purchasers have incomes over $30,000.
- Given population ratios, a disproportionate number of whites dominate the book reader group.
- 40% of bookreaders are consistently heavy readers.
- Adults rarely increase their amount of reading in middle age.
- Book readers are likely to be reading more than they did five years ago.
- Almost no one reads exclusively for work or school.
- Nearly half of all book readers read books in bed, before going to sleep.
- Many book readers read for general knowledge, but a pleasure orientation is the key motivation of book readers.
- Non-book readers fail to perceive the benefits of books.

*Y=Yankelovich, G=Gallup, B=Burnett.

- Nonreaders are not favorably disposed toward books. They frequently "don't like books" or are "not interested" in them.

- Lack of competence/ability appears to be a reading deterrent to many readers.

Seminar Looks at Basic Skills

This last finding related to one of the most persistent themes of the LC Center for the Book seminar. Many of the 29 authorities gathered by Center Director John Y. Cole were from such reading-skills/motivation programs as Reading Is Fundamental, Project READ (for juvenile offenders), and Right to Read. Most of these experts agreed on two points: that there is no "access" to print information without reading competency, and that if reading habits are not formed by the end of high school, they are likely never to be developed.

Jean S. Chall of Harvard remarked, "I'd concede the 6% group of nonreaders now and go to the youngsters who can still be made into readers."

Roger Farr of the University of Indiana, a highly articulate specialist in reading trends research, had good news and bad news for the seminar. The good news, research shows, is that children *are* learning how to read in schools and are perhaps reading better than in any other generation; the bad news is that they are being taught to read for competency-testing ability, and not for pleasure. Because 35 states now have minimum-competency legislation, the prospects are slim for a swing to pleasure-based instruction.

Others picked up the theme; one said that reading in schools is always associated with a punitive task—such as a book report. "Yes," said another, "for one thing, there's too much emphasis on reading the 'whole book.' What the hell's so important about the *whole* book?"

Nothing, as every librarian knows. And there to represent the further views of librarians and to highlight the ALA Gallup survey was Mary Jo Lynch of ALA's Office for Research. With a lively leap at this good opportunity, Lynch pointed out the importance of school libraries in introducing and maintaining the pleasure factor in reading. Librarian Virginia H. Mathews backed her up, calling for stronger relationships between the school library media specialists and the reading teachers.

Hendrik A. Edelman, assistant director of Cornell University Libraries, was skeptic of the day, pooh-poohing among other study implications the dichotomy of book and non-book readers. The quality of reading, he asserted, does not depend on format. To say book readers are at the top of the scale is misleading, he charged.

Indeed, it was suggested during the seminar that since Harlequin romances are selling in the hundred millions, at least some survey respondents have to be reading four or five of these "books" every time they return from the supermarket.

As the seminar discussion progressed, more and more participants revealed more and more studies which had raised more and more questions on how to stimulate more reading. There was evidence of some studies being coordinated, and general agreement that the Center for the Book—should it find the private funding—might help coordinate the coordinators, serving as a:

1. center for research information;
2. clearinghouse for projects; and
3. publicist for reading and books.

Comment: The Motivators' Motives

The three surveys and dozens more, it turns out, leave much to be known about the fashioning of human clay into book-devouring primates; but they bring us closer to the day when the final shroud of mystery will be lifted from the human motivational apparatus—bared at last for our manipulations.

Sometimes there is almost a sinister quality to our missionary fervor, not to mention our behavioristic approach. How we lust to kindle in others our own rage for reading and our reverence for the book! Dare we consider that we are driven by the need to survive and even flourish in our reading-related livelihoods?

Of course we are so driven. But we are also inspired by what we have experienced in this vale of tears and information overload. Boorstin has expressed it often. That the *primary* reservoir of knowledge—and of the joys of knowledge—is still the book, and it is likely to be for a long time to come. □

ALA/Gallup Report Available

Now available from ALA is the complete report of "Book Reading and Library Usage: A Study of Habits and Perceptions," carried out last summer for ALA by the Gallup Organization. The 35-page compilation of data and related information is $15 (ALA members) and $25 (nonmembers) *prepaid* from PIO, American Library Association, 50 E. Huron St., Chicago, IL 60611.

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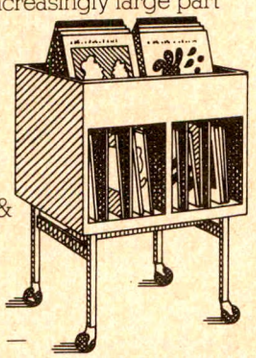

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And Now, RLIN

RLIN stands for the Research Libraries Information Network, one of the major plans announced in October by the restructured Research Libraries Group. Following upon RLG's choice of BALLOTS as the utility for its online bibliographic data (*AL*, June, p. 308-9), the RLIN plan "will represent the full integration of RLG's current programs with the technical programs of the BALLOTS operation developed by Stanford University."

RLG (Columbia, New York PL, Yale, and Stanford) hopes to expand to eight or nine "custodial" members, with operations more or less centered at Stanford. Economist and Associate Provost of Stanford Edward E. Shaw, acting head of BALLOTS, was elected president and executive director of RLG. James E. Skipper of RLG is now vice president.

SLA Director McKenna Dies

Francis Eugene ("Frank") McKenna, executive director of the Special Libraries Association, was found dead in his apartment Nov. 10, apparently from natural causes. He was 57.

Widely known for his contributions to copyright negotiations and international library relations, McKenna helped boost SLA into a first-rank position in the library community. Under his leadership, the association's membership increased 60 percent to its present 11,119.

McKenna "made the Special Library Association *the* recognized association for special libraries all over the world," SLA President Vivian Hewitt told *AL*.

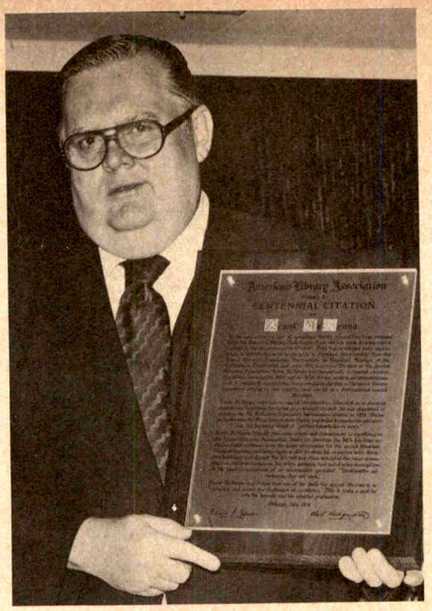
"He brought a special brand of leadership to the Special Libraries Association through his energy, his foresight, and his logical, clear, deductive mind."

Educated as a physical chemist at the University of California/Berkeley and the University of Washington, McKenna was appointed to organize the Air Reduction Company's Information Center in 1953. After expanding the center's resources and services, he joined the SLA staff as editor of *Special Libraries* and manager of the Publications Department.

McKenna became SLA's executive director in 1970 after chairing several committees, heading the association's New Jersey chapter, and serving as SLA president.

McKenna wrote numerous articles on subjects ranging from nuclear energy to industrial information management. In 1976, he received an American Library Association Centennial Citation at the ALA's annual conference.

The citation read, in part, "Frank McKenna has stated that one of his goals for special libraries is to 'recognize and accept the challenges of excellence.' This is truly a goal he sets for himself and his adopted profession."



***Francis E. McKenna, 1921–1978,** here with the Centennial Citation he received from ALA in 1976 for his leadership.*

It noted that "his dry wit has often mitigated the tense atmosphere of conference sessions" and described his humor as "intelligently adventurous, but not rash."

SLA's Hewitt commended McKenna for representing the special librarian's viewpoint in CONTU negotiations and for contributing to international library relations at IFLA conferences.

She suggested that those wishing to honor McKenna make unrestricted contributions to SLA in the former director's name. Send contributions to SLA, 235 Park Ave. S., New York, NY 10003.

Book Damage in Millions

Some 40,000 Stanford University Library books representing a total investment of about $10 million were waterlogged after a broken main flooded the Meyer Library basement November 4.

With the quick help of staff and a volunteer student "book brigade," University Librarian David Weber managed to truck the books to temporary cold storage within 48 hours. Weber, who drove a huge U-Haul van himself, is seeking freeze-dry or vacuum-dry facilities for restoration of the volumes, which include 17th-century miniature books, women's studies collections, and materials from recent foreign buying trips.

It will take about a year and more than $1 million to recover as much as possible from the disaster, said Weber.

Library Clerk Slain In Hahnville, Louisiana

The hazards of library work received public attention Oct. 20 when library clerk Catherine O. Landeche, 38, was found shot to death outside a branch of the St. Charles Parish Public Library in Hahnville, La., 30 miles west of New Orleans.

Nineteen-year-old Edward G. Creaux has confessed but pleaded not guilty to shooting Landeche three times in the head and neck. Police recovered a gun they believe was the murder weapon after finding the dead woman's purse and checkbook in Creaux's car. Twenty dollars was missing from the handbag.

Authorities believe Creaux shot Landeche between 8:30 and 9 a.m. after she resisted a robbery attempt. The clerk's body was discovered after a patron became concerned that no one was at the library's front desk.

The mother of four teenagers, Landeche had staffed the Hahnville Library with one coworker for more than two years.

Garland Strother, assistant librarian for the St. Charles Parish System, says the library's circulation has dropped 50 percent since the shooting.

"I don't think we will ever get the same circulation we had before," he says, speculating that former patrons will switch to the main library in Luling, eight miles away.

Strother says the Hahnville Library is in a safe area, but he notes that five years ago the head librarian was attacked after closing time. Uninjured, she talked her assailant into leaving the library and locked him out.

Strother says Landeche's coworker is back on the job but is "understandably uneasy." To improve security, the library now closes at 4:30 p.m. rather than 5 to correspond with closing time at a nearby office building. A neighboring library also has reduced its evening hours.

Strother says he does not endorse cutting back library service for security reasons.

"If a community has demonstrated it wants a library, the library must continue operating," he says.

He observes that few libraries can remedy safety problems because they do not have the money to hire security guards or install electronic safety devices.

Correction: Mary Elizabeth Poole, winner of the James Bennett Childs Award for 1978 (*AL*, Oct., p. 543), is documents librarian at North Carolina State University's D. H. Hill Library in Raleigh.

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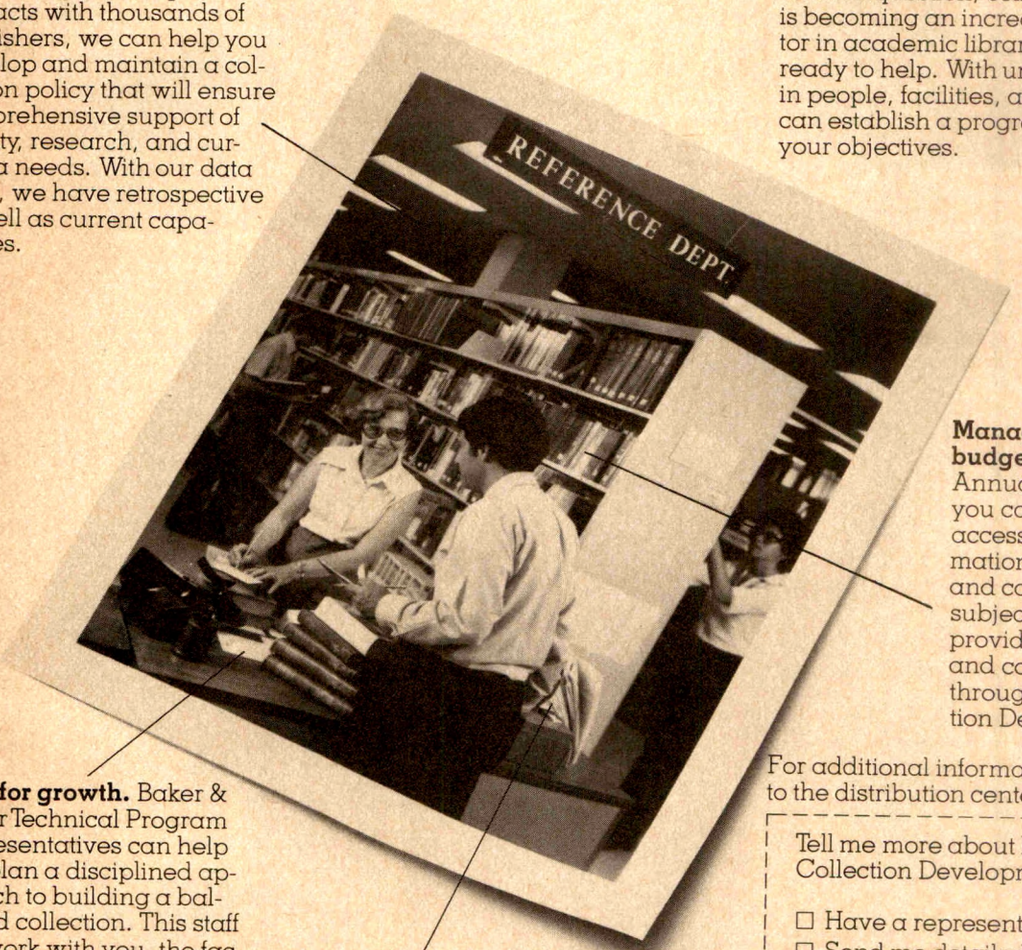

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COMMENTARY

ARE LIBRARIANS LOSING WORM RACE...

I have read the Library Life column of October 1978 (pp. 518–19) several times trying to discover what connection a worm race has with library service. Granted that the newspapers will find an event of this nature peculiar enough to cover, is this the sort of activity that will convince attorneys that librarianship is a profession?

JOHN G. FETROS
San Francisco Public Library

OR ATTRACTING MORE PEOPLE?

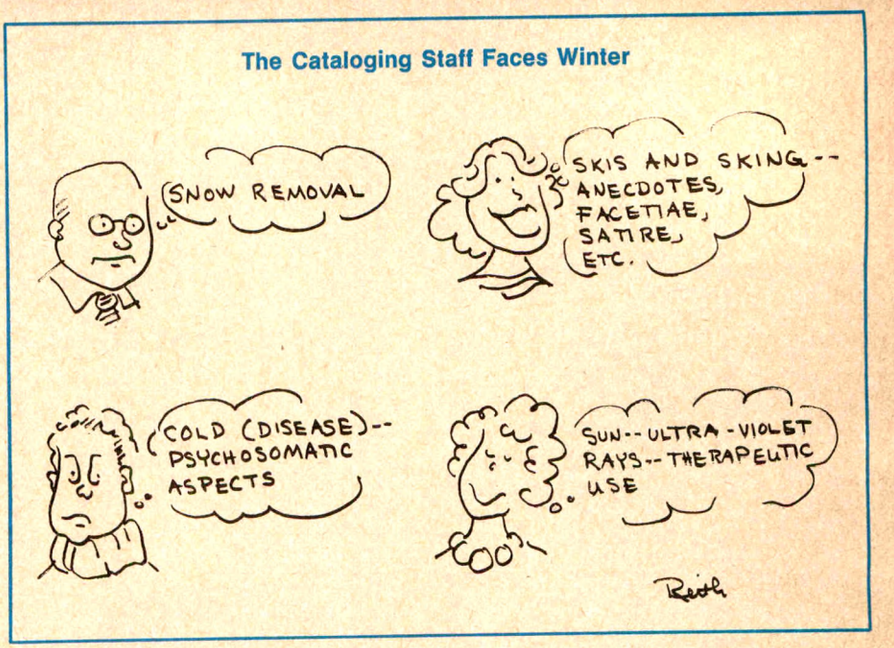
Phyllis Ingram, author of the worm race report and children's librarian at the Dolley Madison Library, replies to Mr. Fetros' letter:

Mr. Fetros' letter raises a very fundamental question of concern to every library administrator and every librarian—why have library programs and activities? Why stray from the groves of academe or venture from the fabled fastness of literature? Why engage in other than the traditional library book-bound pursuits at all? Particularly in these times of straitened budgets and Spartan staffing, why bother?

By providing a variety of programs and activities for children that are not necessarily book-related, we hope to introduce them and their families to the many types of service provided by the 17 branches of the Fairfax County Public Library System. We have books on calligraphy; we offer classes in writing the italic hand; we give puppet shows and reinforce the dramatic experience by providing puppets for circulation; we have book-discussion groups and programs in which we decorate cookies, make pretzels, and Christmas wreaths; we have voter registration and clinics for sick plants; and we have craft programs for very young children who are not enrolled in nursery school or kindergarten—all in the belief that we are offering service—*library* service in the very broadest sense—to our public.

In our experience, there is a demonstrable and direct correlation between materials circulation, borrower registrations, and information services statistics on the days when library programs are held. We *do* attract more people, and we *do* perform services for them. And by achieving coverage in the media, many potential users become aware of our existence in a much more positive way than would be served by the perennial laments about inadequate funding or heavy book losses.

To be realistic, it is unlikely that we would achieve public recognition, or even widespread thanks for our brilliant information services and/or our staggeringly comprehensive collections, although these functions could well be considered our *raison d'etre*, and their proper execution demanding professional expertise of a higher order than that required for ascertaining the times in transit of slimy and fuzzy contestants.



Further on the subject of professionalism: if we are ever recognized as the professionals we think we are, if it becomes necessary for librarians in the field to take out malpractice insurance, then will Mr. Fetros and others cry "Enough?"

From the present correspondence, it is clear that in some measure, we have succeeded. The Fairfax County Public Library has become known to at least one reader in San Francisco. We are known because we do nutty things—but not always.

PHYLLIS INGRAM
Dolley Madison Library, McLean, Va.

MORE ON WM. & MARY "DEBACLE."

As one who has followed the torturous progress toward the selection of a College Librarian at William and Mary with more than casual interest (I left the staff in 1977 after the search began), I found your reporting of the case (*AL*, Oct., pp. 507–08) less than satisfactory. The other side of the story remains to be told, and I sincerely hope my former colleagues will tell it.

There are two aspects of the situation which do seem clear to me, even at this remote distance. First, the disagreement is not so much about the strengths or weaknesses of an individual candidate as it is about the *kind* of qualifications needed by *any* candidate. Second, any institution which deliberately excludes its faculty from any meaningful participation in the selection of their dean, which refuses to even consider that the concerns of the faculty might be legitimate, and which insists upon an appointment in the face of near unanimous disapproval by the faculty, ought not to be too surprised when the vigoro hits the mixmaster.

As to the effect of the debacle on faculty status for librarians, that was decisively rejected by the College administration several years ago. There is some poetic justice in the fact that, according to a *Washington Post* story, a "faculty" appointment would not have been opposed by the Labor Department. But since William and Mary's librarians are merely administrators, by College definition, suitable candidates should be available within the United States.

ROBERT L. BURR
Gonzaga Univ. Library, Spokane, Wash.

PACIFIC "FRIENDS" NEEDED.

I'm delighted to see one of the Territorial librarians receive such nice coverage in the pages of *American Libraries* (October, p. 512). They do yeoman's work under difficult situations, not the least of which is their isolation, due to their remote location from the resource networks and well stocked libraries we take for granted.

I am, however, somewhat dismayed by the implication that adequate library service now exists throughout the Trust Territory. As a draft of concerns prepared by Dan for this month's TT pre-WHCLIS gives ample proof, the TT still has many problems, and to publicly imply otherwise does them a real disservice. They need all the help they can get—from any quarter! Nor are these problems unique to the Trust Territory. Many, if not most, are shared by the Commonwealth of the Northern Mariana Islands, American Samoa, and Guam. In fact, I've been toying with the idea of starting a "Friends of the Pacific" group as one means of trying to provide assistance to them. Anyone out there interested?

RUTH TIGHE
NCLIS, Washington, D.C.

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"Reading Is Cool"—The Fonz

An unusual display of letters from Mary Tyler Moore, "The Fonz," Dustin Hoffman, and other celebrities has been winning the attention of patrons young and old at Fresno (Calif.) Cedar Clinton Branch Library. Librarian Michael Starry shares letters he has been soliciting from TV and movie stars, book authors, and other nationally known individuals telling the names of books which most impressed them the previous year. He pins the letters, usually addressed "To My Friends in Fresno," on top of an old poster of movie star photographs, then places the display a mere 10 feet from his Reader's Advisor desk so he can surreptitiously indulge in the public's ooh's and aah's. As satisfying as the TV and newspaper coverage the display brought was the amazing 40-percent response from celebrities. Starry reports, "The whole project is simple and easy to maintain."

North Fresno Branch Library
4150 E. Clinton Ave.
Fresno, California 93703

Dear Wonderful Library,

Within your walls you hold the world and anybody can see it without going further than a comfortable chair. An actor needs to know life before he can recreate it. Imagination is unleased by observation and reading. Both "The Fonz" and I know that reading is cool. So, wonderful library building...keep bringing joy to so many.

With Respect,

Henry Winkler

P.S. I suggest reading "RAGTIME"

***Henry "The Fonz" Winkler** recommended* Ragtime *to patrons of a Fresno branch library. Some other favorites: Thomas'* The Lives of a Cell *(Cloris Leachman), Dornfeld's* Boy Gravely *(Janis Ian), and Myrer's* Once an Eagle *(Charleton Heston).*

Photo by *Newsday*, Long Island

Playing Tut Games

Dressing up Cindy McGiffert like an Egyptian queen with ornaments they made in a crafts class, Alice Mundus and Michele George play "The Egypt Game" at Plainedge Public Library. This Nassau Library System-Suffolk Cooperative Library System program ties in with a library-sponsored visit to the Tut exhibit at New York City's Metropolitan Museum of Art this month.

Every Kid Needs a Dragon

Dragons are fascinating beasts, and, of course, Nelson County (Ky.) Library has one in its children's area.

A recent staffer, Joye Hawkins, told *AL* how 750 youngsters from surrounding schools helped create a larger-than-life papier-mâché critter. "Built out of love and adventure, a tat of serendipity, and a whole lot of determined labor," says Hawkins, the dragon evolved from the children's imaginations after being plied with legends, poetry, plays, and films about dragons. When one mother looked askance at the emerging form and asked, "What will you do with it?" her two-year-old son gave her the scoop on dragons. "He put his arms around it as far as they would reach," recalled Hawkins.

Thai Talk

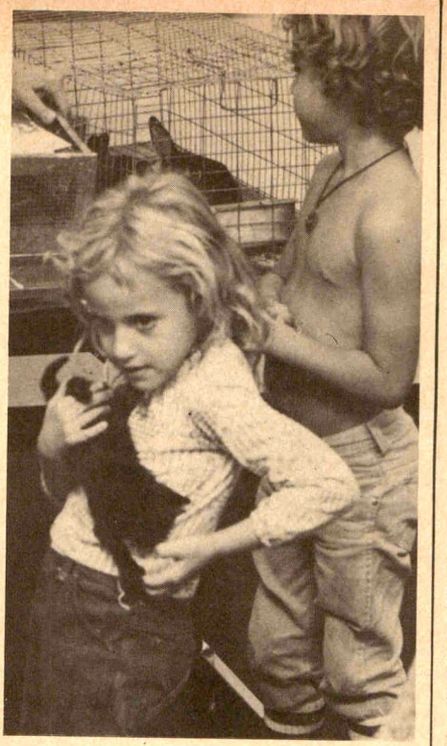
For those without visual literacy, the sign (right) does not ban mouth sports, but states, "Do not talk in a loud voice." Minding his manners when taking this picture at the Chiang Mai University Library was Donald Hausrath, passing through on a consultation trip for the U.S. International Communications Agency in Bangkok.

Handling with Care

A pet show was not enough for Karen Franevsky, librarian of Tucson's Columbus Branch Library, who was planning a special program for children who owned or wanted to own pets.

So she invited a woman from the Humane Society to demonstrate pet care and staged the event during "Pet Responsibility Week" this fall.

The speaker brought rabbits, chinchillas, and other creatures for children to handle and talked about concern for animals. Since pets also got an invite, librarian Franevsky was able to bring her new brood of four-week-old kittens for children to fondle—with care.



***No one told** the kitten to handle with care.*

Heyday for Critics

"When people ask for a good book, how can you be certain what interests them? This lets people know what their neighbors think." That's why director Alan Becker instituted a patron-review system last year at the Hallandale (Fla.) Public Library. Writing on index cards tucked into book jackets, users have been venting their opinions voluntarily and anonymously about any of some 2,000 new fiction items. The amateur reviewers pull no punches, and often a lively debate ensues among two or more readers of the same book: "A taut action story with a genuine ring of authenticity," states one reader of Edwin Corley's *Sargasso*. After three more raves, a dissenting voice writes: "Implausible nonsense . . . a disappointment for serious Bermuda Triangle buffs." Ethel Jacobs, a patron who has been taking advantage of the new system, remarks, "I like to see what people have to say about a book. If a few give it a good review, I'll chance it."—*from David S. Goldman, North Miami, Fla.*

Captain Kangaroo Connects

Captain Kangaroo, the mustachioed TV hero of young children throughout the country, entered the living rooms of many thousands of youngsters in October making a pitch for libraries. Tied in to the pitch was a reading workbook put out by a commercial firm—which had consulted ALA among others about the feasibility of the project. ALA said good idea, but be sure to make the booklets available on time. When ALA heard from two state libraries, a CBS affiliate, a flustered county system and others that Captain Kangaroo was pitching and the booklets were lagging behind, ALA Executive Director Robert Wedgeworth got hopping mad and wrote the firm's president.

Now, however, two state libraries have reported to *AL* on outstandingly successful Picturepages projects—more of which will make everybody happy.

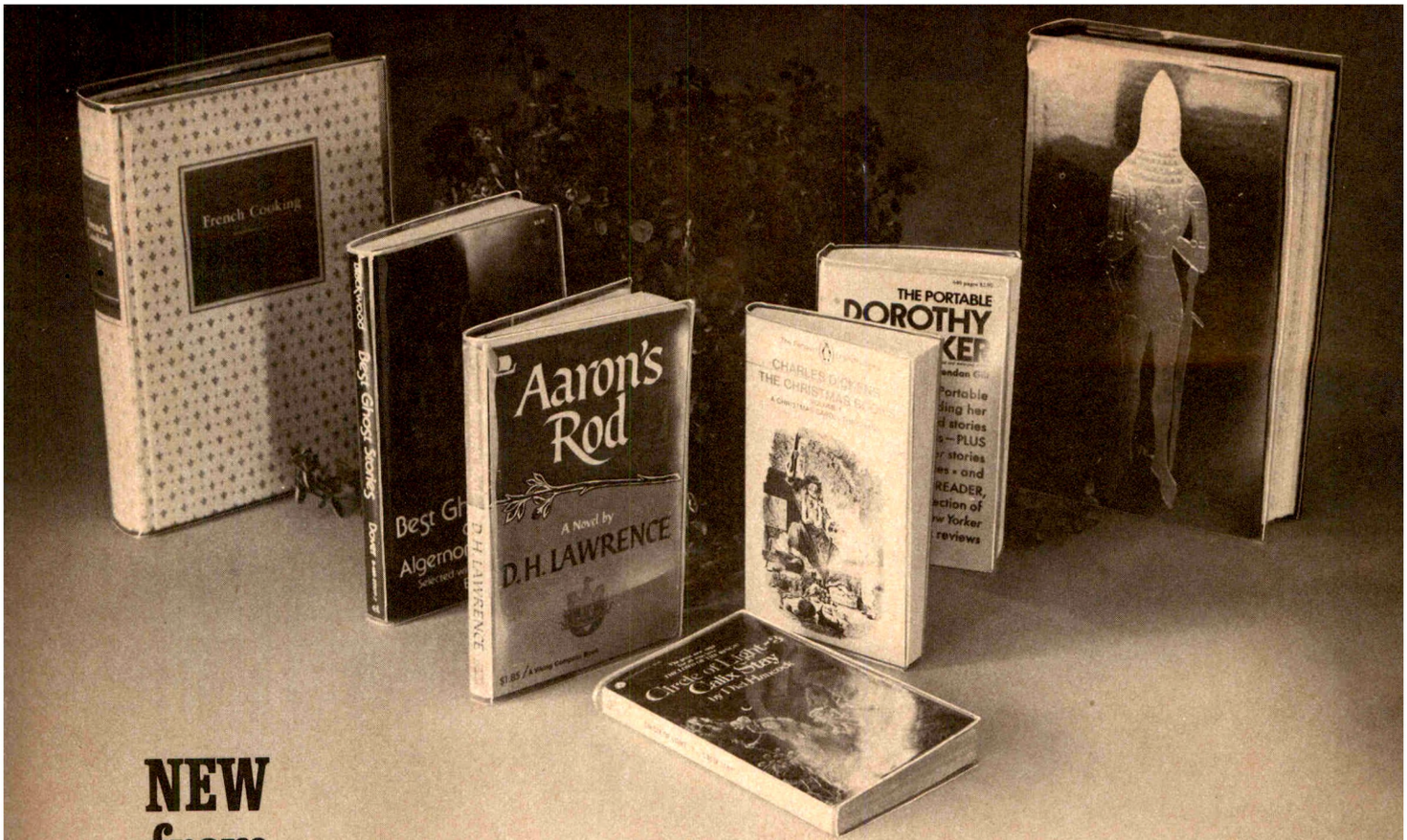
Oklahoma invested $10,000 to support free distribution of some 300,000 booklets by its libraries, and so far has netted about 100 newspaper stories singing the project's praises.

In Ohio, Public Library of Columbus and Franklin County is administering a "Captain Connection" project, sponsored through a grant from the state library.

About 250 Ohio libraries are taking part.

Since Oct. 2, the CBS morning show has featured a short participatory segment called Picturepages, in which preschoolers and parents are encouraged to play learning games along with the Captain by following workbook exercises. During the segment a legend flashes on the screen: "You can pick up a Picturepages workbook at your local participating library."

Sarah Long, children's coordinator for the Columbus & Franklin County library, told *AL* the 20-week program enables child and parent to go back to the workbook to review their lessons together, even after the set is turned off. Franklin County's special contribution is a resource manual and evaluation guide for other libraries around the state. Long hopes their suggested tie-in projects will bring new patrons into the library for other materials. For information on obtaining the workbooks, write Julius Olenick, Picturepages Inc., 100 Stanwix St., Pittsburgh, PA 15222.



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Paul Winkler:

Editor II of AACR II

"Edited by MICHAEL GORMAN *and* PAUL W. WINKLER," says the title page of *Anglo-American Cataloguing Rules*, 2nd edition, just published by the American Library Association. The editor listed second is certainly second in renown to Michael Gorman, whose outspoken talks, articles, and *AL* columns have carried his name to every library household.

Paul Winkler, however, is second to none in cataloging experience and knowledge, and in dedication to the goal of all cataloging: better access for the user.

In discussing the new rules, Winkler —a gentle, professorial sort with a passion for serious music—merely smiles or raises one brow where others have been known to fall off chairs or throw them at smaller catalogers.

"It is not a *better* code," he has heard some cataloging factions cry, "but only a different one!"

To which he replies calmly: "Why, there are *many* improvements. The revised rules eliminate corporate author as much as possible, often come closer to the ideals of the Paris Principles, offer more control over audiovisuals, favor the most common form of names, and—"

"But technology is changing!" the critics persist. "This is no time for a new code."

That may be, Winkler agrees amiably, "but I was asked by the library community to help prepare one now, and I have done my best."

Responding to those who claim they were not consulted, Winkler raises both brows. Those complaining loudest, he notes, were quietest when the code committees pleaded for input.

To Winkler, who has served as principal descriptive cataloger at the Library of Congress, have fallen some of the most complex and critical problems in modern cataloging science, and many of his past decisions will affect the world's catalogs for years to come. Yet, he is a person who abhors "the needless complications of the art of cataloging." His credo is: "The simplest rules, the simplest expression of them, and the simplest application." If a nonprofessional is able to apply them, he feels, so much the better.

Perhaps one can trace that attitude to his background. Winkler taught in rural Illinois schools before earning his teaching degree from Illinois State, and he

(Cont. on next page, second column)

Sally Knapp:

Super Searcher

"I love the intellectual pursuit of formulating a good computer search, of retrieving what would have been impossible to find manually," says Sara (Sally) Knapp, a librarian who has embraced the new technologies with no loss of humanism. "Searching is often relaxing for me, in the same way a puzzle or reading a detective story can be."

Knapp coordinates information retrieval services at the libraries of the State University of New York/Albany. She told *AL* in a recent interview, "I've never had a job I didn't find interesting, and most of them helped me prepare for this one." Her first job as a medical social casework aide demanded skills in interviewing and familiarized her with medical terminology. Two degrees in sociology (BA, William and Mary; MA, SUNY/Albany) prove helpful in searches related to sociology and also in understanding analogous subjects.

After finishing library school at SUNY Albany in 1964, Knapp worked at the New York State Library for the Blind. There, she remembers, she "could hardly wait for the computer to come to help us do everything faster and better." She joined the SUNY/Albany libraries in 1967, serving as a cataloger and head of serials before moving to reference.

With Peter Watson, Anne Lipow, and other search enthusiasts, Knapp joined the first steering committee of MARS, the new Machine-Assisted Reference Section of ALA's Reference and Adult Services Division. Now its chair, Knapp is delighted the group has attracted more than 1,800 "Martians." She believes MARS "has a terribly important role to play as user advocate vis-à-vis large government bureaucracies and 'corporate actors.' "

The big dilemma today is the issue of fees, Knapp says. "We're between Scylla and Charybdis . . . I want to see automated information services available to everyone, but libraries often can't afford them. I don't believe public

(Cont. on next page, third column)

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Winkler:

picked up a master's in library science (1949) only after years of high-level cataloging experience at the University of Illinois, Yale, and the Library of Congress. He worked at LC in 1946-47 and returned in 1964 after a decade of teaching and other experience in the West. He became principal descriptive cataloger in 1968 and was detailed to the AACRII co-editorship in 1974.

For Editor II of the profession's most talked-about work, 1979 will bring a first taste of true renown. But Winkler, a modest man, is unlikely to give it a second thought. □

Anglo-American Cataloguing Rules, 2nd Edition, Published December 7

The long awaited revision of the 1967 *Anglo-American Cataloguing Rules* is now available from the American Library Association Order Dept. at $15 hardcover and $10 paperbound. The 640-page volume was prepared by representatives of the ALA, Canadian Library Association, Library Association (London), the British Library, and the Library of Congress. See "The Source," this issue, for a fuller announcement.

Knapp:

money should be used to subsidize overpriced data bases. Only the pressures of the marketplace, not total subsidization, can influence data base producers and suppliers to cut their prices.

"There's a tremendous potential market for these services—data-base producers should take a lesson from the airlines. Not only do you make more money flying with a full plane, but you'll make more with a low-priced and well used data base. Satisfied customers will be out there recommending it to their friends.

"I'm also very interested in eliminating architectural barriers . . . You've probably seen me at conventions tearing around on crutches looking for an elevator so I can get to the next meeting. I had polio at 15 so I'm handicapped, but I don't spend much time thinking about it, and most people almost forget it when they get to know me."

Knapp is in the process of buying a house, and looks forward to having a dog and a garden. She enjoys swimming and cooking—and eating.

"What are we coming to? Where is it all headed?" Knapp answered her own questions: "I think our future will be exciting, intellectually stimulating, and that there will always be room for human creativity." □

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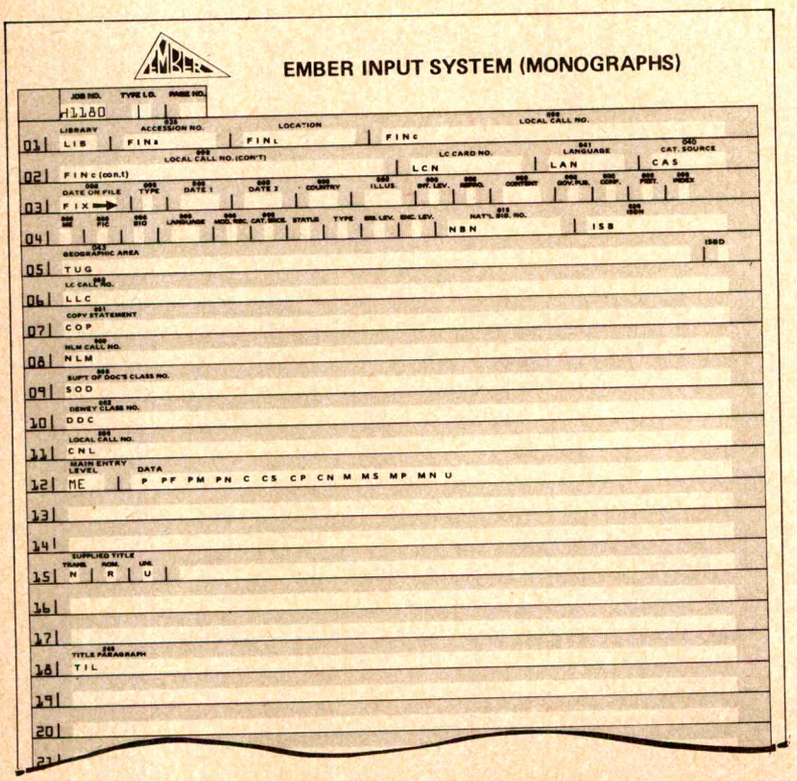

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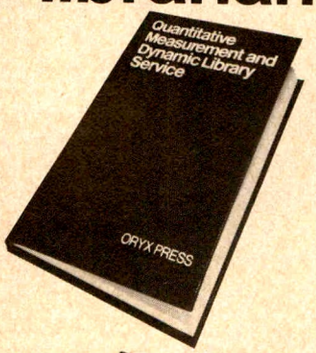

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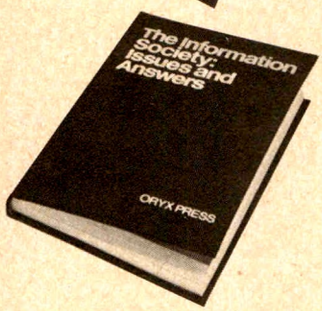

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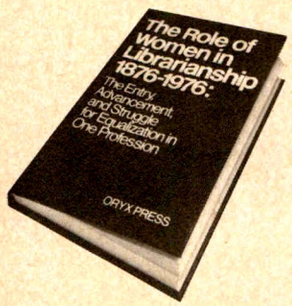

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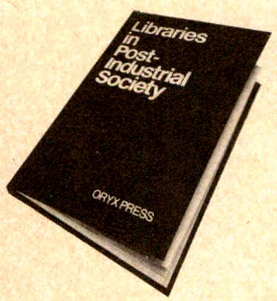

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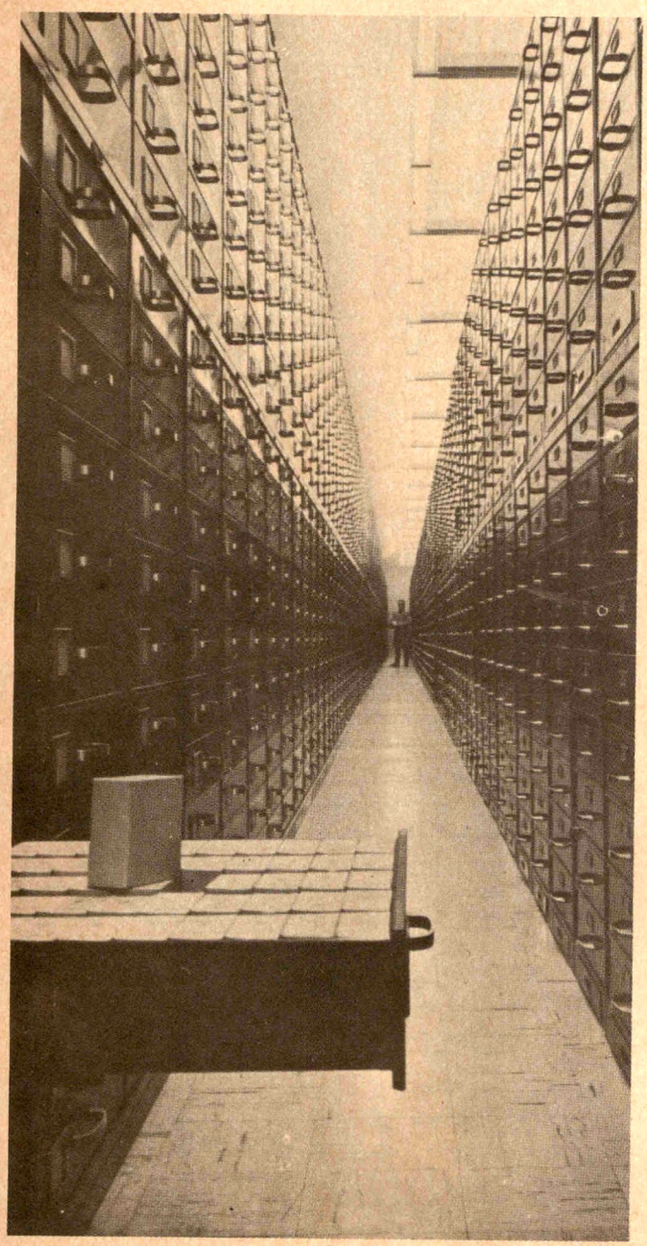
Kicking the Silver Habit: Confessions of a Former Addict

An expert who helped "hook" libraries on silver-based microfilm now believes these libraries may be going astray in rejecting all nonsilver film. Herewith his reasoning, with a mini-symposium of comments from other experts in the field.

by Carl M. Spaulding



Ed. note: The following article was unsolicited and is in no way connected with American Library Association policy.

As librarians experience the unstoppable momentum of computer output microfilm (COM) for catalogs, another micrographics revolution is going on in the background. One after another, commercial and institutional micropublishers are switching to nonsilver microfilm.

Although diazo and vesicular film (both nonsilver) have been used in nonlibrary applications for more than a quarter of a century, it was only about a decade ago that micropublishers began to offer them to libraries. For many of these libraries, the first experience with such film was a traumatic one.

Near the end of the last decade, a major micropublisher sold many thousands of reels of a vesicular film thought to be superior to conventional silver microfilm in important respects. A year or two after the first distribution of the new film, however, library recipients were unpleasantly surprised to discover rusting microfilm cabinets and rotting film boxes. When it became obvious that the fault lay with the film, the micropublisher was at first disposed to replace it with silver film on a one-for-one basis; but after thus compensating relatively few of the hundreds of aggrieved customers, he began to refer complainants to the manufacturer of the film.

The film manufacturer moved slowly and in every instance zealously tried to persuade the library to accept replacement copy on another, newer type of vesicular film. This corrective was unsatisfactory to a number of the affected libraries, which felt that silver film replacement copies should be a part of any reasonable remedy. The manufacturer, on the other hand, was understandably reluctant to substitute large quantities of his competitors' products for his own, which in other applications had not caused problems. Consequently much persistence was necessary for any librarian wanting silver film replacement copies.

Carl M. Spaulding has taken part in innumerable activities having to do with the use of microforms in libraries and has written and spoken widely on the subject. A program officer with the Council on Library Resources, Inc., since 1967, he offers these opinions as his own.

In keeping with its responsibility to interface between libraries and micropublishers, the Micropublishing Projects Subcommittee (now the Micropublishing Committee) of the Resources Section, Resources and Technical Services Division, ALA, interceded on behalf of the libraries concerned. Robert Wedgeworth, newly in office as ALA executive director, became personally involved and on one occasion participated in a negotiating session with the micropublisher. Even the limited success of ALA's effort was an achievement, considering that at least $1 million worth of micropublications was at stake, not to mention tens of thousands of dollars worth of cabinets and many hours of librarians' time.[1,2]

Nonetheless, when the smoke cleared, the micropublisher had not been persuaded to discontinue using nonsilver film for its ongoing micropublishing program. Rather, the company offered libraries a choice of a new nonsilver film or, at a considerable premium, silver film. The economic crunch was on by then, and libraries by the hundreds, ignoring the risks associated with acquiring yet another unproved film, chose the lower-priced alternative.

Battle Lost

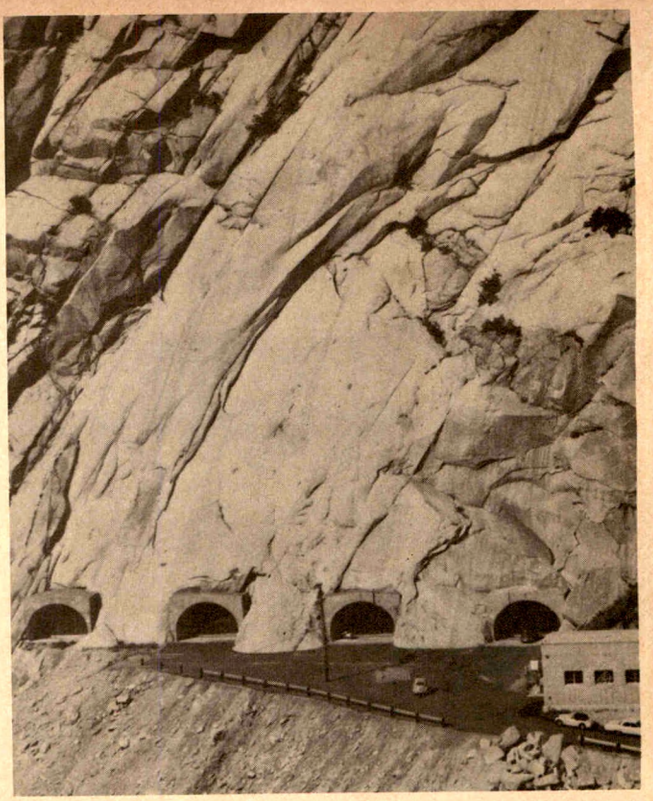
Then, in 1974, the National Institute of Education made a significant policy change: it allowed bidders on the ERIC Document Reproduction Service contract to base bids on the use of nonsilver film for the microfiche supplied to ERIC customers. Representatives of the Micropublishing Committee attempted to persuade NIE officials to reconsider, but NIE declined to do so, pointing out that nonsilver film would be less expensive for libraries.[3] As a result, today a library can obtain silver microfiche from ERIC only by subscribing to the entire annual collection and paying twice the normal price.

Once these two film sources—one a major commercial micropublisher, the other an important government agency, and both vital to libraries—rejected the Micropublishing Projects Committee's pleadings, the battle over nonsilver film in libraries was lost. Those on the library side might better have shifted their efforts toward ensuring the quality of the nonsilver film sold to libraries.

The Micropublishing Projects Committee did appoint a subcommittee to stir up the very slow-moving American National Standards Institute (ANSI) special task group concerned with standards for diazo and vesicular film. However, the subcommittee threw in the sponge after a paper existence of about a year. (As an indication of the difficulty of film standards work, it is noteworthy that 4 years later—7½ years after its genesis—the special ANSI task group has still not been able to make final a single standard.) Otherwise the library establishment's activity was limited to publication of a joint advisory statement from the Micropublishing Projects Committee and the RTSD/RLMS (Reproduction of Library Materials Section) Standards Committee. Libraries were told not to buy, for their permanent collections, film for which there were no archival standards.[4]

In retrospect, giving advice that many libraries could not accept was a tactical error. Often, libraries were in no position to pay a 25-percent premium for silver film, nor to reject a much-needed micropublication because it was not on silver stock.

Among the other important agencies that have chosen nonsilver film is the National Technical Information Service (NTIS), which supplies millions of reports on microfiche



The Genealogical Society of Utah gives its microfilm exceptional archival protection in six huge storage vaults carved out of solid granite near Salt Lake City. Photo on preceding page shows the interior of one of the 50-by-200-ft. chambers filled with film storage cabinets.

each year. The *Los Angeles Times* and the *New York Times* sell their microfilm editions in both vesicular and the more expensive silver versions. Motivated primarily by budgetary constraints, it seems, most libraries choose the vesicular film.

In 1977 the Government Printing Office (GPO) announced that in its micropublishing program it would send diazo microfiche to the preponderance of depository libraries. The Micropublishing Committee and the Standards Committee of RLMS wanted silver film offered, as an option, to selective depositories. The committees urged the Depository Library Council to the Public Printer to ask GPO to offer such an option. But after a careful review, GPO decided not to change its plan.[5,6] Much of the sting was taken out of this decision by GPO's announcement of a fiche-replacement guarantee.

In mid-1978 University Microfilms surveyed 5,500 libraries relative to their film preferences. The rate of response was quite high, and the tally established that a heavy majority of respondents would elect to receive vesicular film before paying a premium for silver. Although many respondents indicated a strong preference for silver film, the survey results make it clear that most libraries are not committed to that medium, the Micropublishing Committee's advice notwithstanding.[7]

The micropublishers mentioned above are all major vendors to libraries. The amount of nonsilver film they have already distributed to libraries is a significant portion of those institutions' total microtext holdings. Because of the unremitting pressure on the library dollar and the rapid growth of nonsilver-film use outside the library, it is a foregone conclu-

sion that the amount of nonsilver film acquired by libraries will go up sharply in the next few years. In fact, it is reasonable to expect that a continuation of the regular price hikes on silver film raw stock, together with the special problems of processing it, will in a few years bring an end to its use as a distribution medium for most applications.

In the face of these changing circumstances, it is vital that there be a reassessment of the library community's policy on the different types of microfilm. This article will suggest what some of the elements of that policy might be; but first, it is useful to review certain technical aspects of micrographics.

Types of Microfilm Reviewed

The three types of microfilm in widespread use are silver (or, more properly, silver halide), diazo, and vesicular. They are differentiated by their image-forming processes.

Silver halide microfilm, being essentially the same as the film used for conventional black-and-white photography, is imaged (exposed) by the photochemical effect of visible light on certain silver compounds held in a gelatin emulsion on the surface of the film. Development of exposed film is accomplished (in a darkroom) by passing it through a series of chemical baths and water rinses, a very precise process in which quality control must be emphasized.

Both diazo and vesicular microfilm are exposed by ultraviolet light. Diazo is developed by application of ammonia which, interacting with diazonium salts in the film, produces deeply colored dye images. Vesicular microfilm is developed by heat which brings out images in the form of microscopic bubbles (or vesicles) within the film. These bubbles diffract light and have the same visual effect as opaque areas on the other types of film.

Diazo and vesicular films are quite "slow" relative to silver; consequently, they are not used as camera film. They are, however, very popular for making duplicates because they are less expensive, do not require darkroom processing, and are less trouble to work with.

Today's silver halide microfilms are the product of a century and a half of evolutionary development. During the latter part of that period, ANSI and its predecessor, the United States of America Standards Institute, have written generations of silver film standards dealing with: 1) physical qualities both before and after processing; 2) chemical and photographic characteristics after processing; and 3) storage and handling of processed film. Silver halide film which meets these standards in all regards is designated by ANSI as being "archival record film" and said to be "suitable for storage of records having permanent value."[8]

The standard for storage of silver film is also applicable to diazo and vesicular films, but the other standards referred to above are not, nor are there corresponding standards for the nonsilver films. Thus, there is no such thing as diazo or vesicular archival record film.

In 1975 the chair of an ANSI Special Task Group on diazo and vesicular films queried the Archivist of the United States about the meaning of the word "archival." In his reply the Archivist stated: "Permanent or archival record film can be defined as any film that is equal to or better than silver film, as specified in ANSI Specifications (sic) PH 1.28 and PH 1.41." The Archivist went on to say that he realized the problem in equating other film types to silver; but it is not apparent that he did, in fact, so realize—since each standard begins with a statement indicating that it applies only to silver-gelatin films.

To what degree is it possible to compare these very different films relative to permanence? About the most that can be said is that each has strengths and weaknesses which should be carefully considered when selecting a film for any particular use. Diazo has the most critical weakness; it fades with time and eventually the images become illegible. Nonetheless, some diazos can be expected to serve well for over 100 years if they are not unduly exposed to light. Other than their characteristic fading, diazos are very resistant to most causes of deterioration.[9,10]

Vesicular films are limited by their reaction to very high temperature. At about 175° F even the most heat-resistant of them will suddenly suffer complete image loss. Thus an overheated reading machine could quickly erase images. This characteristic precludes the use of accelerated aging in an oven, the commonly accepted method of estimating permanence of film images. Nonetheless there is good reason to expect that vesicular film images have very long-term stability at temperatures below 150°F. Vesicular images are also easily damaged by pressure concentrated on a small spot as, for example, when scraped by a pointed object.[11]

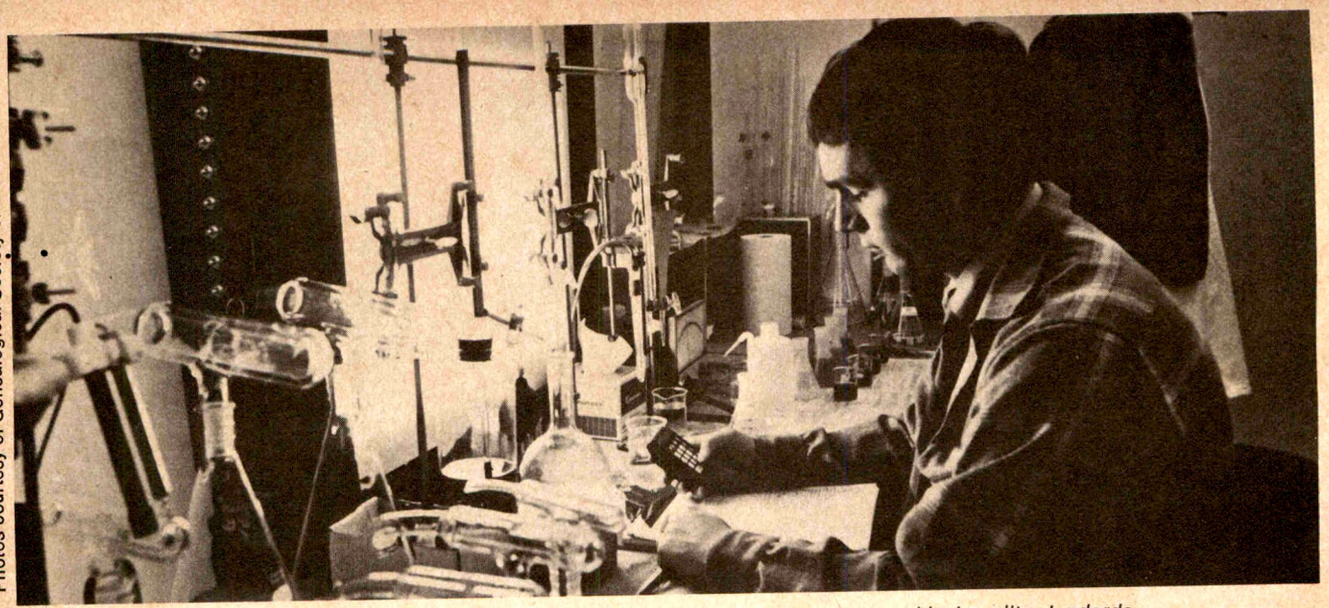
The Problems of Silver

Silver halide is very resistant to image fading from heat and light but is harmed by a number of other agents. Because silver film has had such good library press in recent years, it is important that librarians know the seriousness of the weakness of silver film.

First it is important to understand that although accelerated aging tests indicate that silver halide film conforming to standards for archival record film will last for centuries, it is not possible to say with absolute certainty that it will—for even the basic silver photographic process has been with us only about 150 years. Today's silver halide processes and materials have, of course, been in use for much shorter periods. The significance of this fact is not merely in its meaning for silver film. It is also a counter argument to the contention by some that nonsilver films haven't been in use long enough to establish a track record on which to base standards.

Second, the mere fact that a piece of film is of silver halide stock does not assure its archival quality. No less an authority than Eastman Kodak's Peter Z. Adelstein, who chairs the special ANSI task group on vesicular and diazo films, said in a recent technical article, *"In other words, archival permanence = archival film + archival processing + archival storage conditions."* (Emphasis his.) Later in the same article he stated, "If archival film is processed under archival conditions but stored in an unsatisfactory manner, unsatisfactory results will most likely be obtained." A bit further he declared, *"It cannot be overemphasized that recommended storage conditions are an essential feature of good film preservation."* (Emphasis his.)[12]

The plain fact is that almost no libraries can claim to have archivally permanent film, since almost none store and handle film in accordance with ANSI PH 1.43, The American National Standard Practice for Storage of Processed Safety Photographic Film. Also, because few libraries test their silver film acquisitions, few know for sure whether those micropublications have been processed according to archival standards. Even those which do check are limited in what



Photos courtesy of Genealogical Society of Utah

Special equipment and precise procedures are required to be sure that microforms meet archival quality standards.

they can do. One library that does test, the Library of Congress, often rejects film not meeting its specifications; few micropublishers have not had film rejected by LC.

Some in the library community are inclined to point out how often silver film stands up well in use even when it is not stored and handled in accordance with standards. This is a very short-term view; the oldest microfilm in libraries has been there only a few decades, and most is quite new considering the century-plus expected life of the more permanent diazo films.

Third, the extreme susceptibility of silver film to severe damage from water or high humidity is a major concern of micrographics professionals—although relatively unknown to most librarians. Once silver film becomes wet—from flood, burst pipes, sprinkler systems, or fire hoses—it must be quickly removed to a film processing center for immediate reprocessing. If it is not, within a few days the film will be a total loss. Silver microfiche are especially difficult and expensive to salvage if they become wet.[13]

High relative humidity—in excess of 65 percent—will cause silver film to be irreparably harmed in a few weeks, particularly when the temperature is above 80°F. Under these conditions, fungi feed on the gelatin emulsion and in the process eradicate images.[14] As spores of fungi are omnipresent, it can be expected that the incidence of this misfortune will increase in some warm, humid regions as high energy costs cause librarians to turn off or greatly reduce the level of air conditioning in storage areas.

Diazo and vesicular films are practically immune to damage from short-term exposure to water or high relative humidity.

Fourth, silver film is endangered by environmental contaminants such as paint fumes, acid in film containers and rubber bands, ozone, and oil and other substances from the hands of those who use the film. (Silver microfiche are especially vulnerable to fingerprints.) Significant image changes from these sources may take years to become evident but must be taken seriously in a medium intended for long-term retention.[15] Again, diazo and vesicular films are less affected by these chemical agents.

Fifth, silver film is easily scratched and abraded. Small foreign particles and the sharp edge of a poorly designed or out-of-adjustment reading machine will both gouge away the thin, soft gelatin emulsion as roll film is wound back and forth in use. In the main, this type of damage happens to such frequently used film as recent years of major newspapers; but a pristine roll of film can be badly scratched in a single use, particularly in the hands of an unskilled person. Generally diazo and vesicular film are less subject to abrasion and scratching than siver film. However, vesicular film can suffer a good bit of image damage from what appears superficially to be scratching but is actually vesicles bursting as the result of pressure.[16,17]

The Issue in a Nugget

The essence of the silver/nonsilver situation is that librarians have for a number of years bought silver film without fully appreciating what storage and handling procedures are necessary to assure its permanence. Noting the adoption of nonsilver film by major micropublishers, responsible elements of the ALA reacted by advising libraries that only silver film is acceptable for permanent collections. This advice, although well intentioned, has in some instances worked to the disadvantage of libraries, which should have been made aware of all options, or at least of the film requirements for archival records vs. research use. Consequently some libraries, armed with a little knowledge, have paid a premium for silver film when a lower-cost alternative would have better served the application. For example, the 800 subscribers to the *New York Times* on microfilm who specify silver film pay a total annual premium of more than $100,000 for the privilege of having "permanent" film. It would be interesting to know how many of these subscribers would have chosen silver film if they had been better informed.

What Microfilm?

Another aspect of the film-permanence question has hardly been mentioned in recent controversies. The exploding electronics and communications technologies are rapidly changing the way libraries perform their functions. Consider that

(Continued on p. 665)

Career LEADS

Library Employment And Development for Staff

An Open Letter to Job Hotlines

As one of the many current victims of the library job market crunch, I have begun to call some of the various job hotlines. I leave the experience a little upset, and would like to offer a few suggestions to those responsible:

JOBLINERS! Services are best that fit the needs of the user. In the case of job hotlines, the users are unemployed and underemployed librarians from all over the United States. Many of us do not have the money for lovely, chatty long distance calls.

To keep the information in a format that seems likely to provide the best results, why not use a standardized progression of information and a clear, relatively monotonous voice? The Pennsylvania and Oregon Hotlines are models, with a brief mention of job titles and locations first, followed by a more complete listing. Midwest, you talked like the evening news, and I had to call twice to clearly understand an address and copy it down.

Please! Begin with a list of job titles and locations; next, in the same order, give a brief description of the qualifications and then of the job itself. Afterward, state the application instructions (what to send and to whom) once, very clearly. Pause a second or two after each line in the address and spell names and locations that have variations (was that "Stewart," "Stuart," "Steward," or what?). Finally, repeat the address at normal speed for checking.

Also remember, Arizona, that we out-of-staters may not clearly hear a Spanish or Indian county name, for example, and understand it well enough to write.

The whole project is just a colossal waste of time and money if the jobs remain unknown after the call! We job seekers appreciate the service, but it will be more valuable if it requires only one call that can be terminated early if the starting list sounds unprofitable. . . .

Thanks! I feel better now.

Sherryl Lyn Bailey
Kalamazoo, Mich.

LATE JOB NOTICES

For January issue, call (312) 944-6780 AFTER December 10. Listings taken by phone as space permits. 10 lines maximum (approx. 100 characters and spaces per line), $10/line. ALA institutional members 10% off.

CATALOGER. Under direction of head of technical processing division performs original and regular cataloging, Dewey Decimal system, knowledge of OCLC preferred. Work involves some readers' service activities. ALA-accredited MLS required. Experience desirable. Salary $10,000, paid health insurance, matching pension. Position open Jan. 1. Black Hills area town serving population of 50,000. Send resume before Dec. 15: William Fritts, Chairperson, Board of Trustees, POB 3090, Rapid City Public Library, Rapid City, SD 57709. Equal-opportunity employer.

CHILDREN'S LIBRARIAN. Responsible for activities, programs, and materials selection in a library serving a population of 50,000 in the Black Hills. ALA-accredited MLS required. Public library experience desired. Salary $10,000, paid health insurance, matching pension. Position open Jan. 1. Send resume by Dec. 15: William Fritts, Chairperson, Board of Trustees, POB 3090, Rapid City Public Library, Rapid City, SD 57709. Equal-opportunity employer.

LATE JOB NOTICES CONTINUED ON PAGE 658.

LATE JOB NOTICES CONTINUED FROM PAGE 657.

ASSISTANT REFERENCE LIBRARIAN - California State Polytechnic University Library. Responsibilities include reference desk service, instruction in library use and class lectures; work with faculty to promote library interests; maintenance of special files and collections. Requires ALA-accredited MLS. Knowledge of biological sciences, agriculture, technology, or online computer searching desirable. $1,012-$1,393 monthly, depending on qualifications; liberal vacation and sick leave; excellent retirement system and group health and life insurance plans. Interview on campus required at finalist's expense. Send details of background and experience by Jan. 1: Thomas L. Welch, Associate Director, University Library, California State Polytechnic University, Pomona, CA 91768. An equal-opportunity, affirmative-action employer.

DIRECTOR. Opportunity for innovative librarian. Responsible for all phases of administration for public library serving a college community of 26,000. Annual circulation of 160,000. Staff: 12 FTEs. Current operating budget $150,000. Planning expansion of facilities in the near future. Accredited MLS, 3 yrs.' supervisory or administrative experience required. Salary negotiable from $12,928-$17,725 depending on qualifications. 20 workdays annual vacation. Application deadline Jan. 1. Send resume and references: Search Committee, Carbondale Public Library, 304 W. Walnut, Carbondale, IL 62901. An equal-opportunity employer.

ASSISTANT PROFESSOR-INFORMATION SCIENCE. Teaching in areas of science reference, abstracting and indexing, online library services, and related areas. Earned doctorate in library/information science or a related subject. Salary $15,500+; 2/9 for summer teaching as available. Send resume and 3 references by Dec. 31: Jane Carter, Graduate School of Library Science, Louisiana State University, Baton Rouge, LA 70803. LSU is an equal-opportunity employer.

LIBRARY AND INFORMATION SCIENCE EDUCATION. Two faculty openings, Sept. 1979 for teacher/researchers with some combination of these competencies: reference, technical information center services, library and information networks, management, automation, information policy and technology. Appointment at assistant or associate professor rank depending on qualifications. Salary negotiable but about $17,000 per academic year at assistant professor rank. Completed doctorate and demonstrated aptitute for teaching and research preferred. Could consider substantial professional experience in lieu of doctorate. TIAA/CREF and generous fringe benefits. Closing date Jan. 3. Write, enclosing resume: Guy Garrison, Dean, School of Library and Information Science, Drexel University, Philadelphia, PA 19104. An equal-opportunity, affirmative-action employer.

LIBRARY DIRECTOR. The University of Scranton, a Jesuit university in northeastern Pennsylvania, is accepting applications for director of the 180,000-volume Alumni Memorial Library. The director is responsible for the overall direction of the operations of the library and its staff, including 7 professional librarians. The director provides leadership in the development of the library as an educational resource and works closely with all constituencies within the university. ALA-accredited MLS and at least 5 yrs.' professional experience in academic libraries. Preference given to candidates with demonstrated administrative ability in the supervision of professional library staff. Appointment effective on or about July 1. Salary will depend on experience and qualifications, expected to be in $18,000-$20,000 range with excellent fringe benefits including a fully paid pension plan. Resumes should be submitted by Jan. 15: Dr. Frank X. J. Homer, Chairperson, Library Search Committee, University of Scranton, Scranton, PA 18510. Equal-opportunity, affirmative-action employer.

ASSISTANT LIBRARIAN IN CHARGE OF CHILDREN'S AND SCHOOL SERVICES. Immediate opening. Varied responsibilities to include selection, cataloging, programming, library instruction and promotion in the school system. Seeking a creative, self-reliant person. MLS or library experience preferred. Salary $9,000 + benefits. Send resume and pertinent data: Charles E. McMorran, Boone-Madison Public Library, 375 Main St., Madison, WV 25130.

CITY LIBRARIAN. Position open Jan. 1. ALA-accredited MLS, successful experience in administration, financial planning, and public relations. Growing library in new building serves surrounding cities and university branch campus. 5 professionals on staff of 15. Progressive city close to Houston. Salary $15,204-$21,756. Resume and references: Director of Personnel, City of Orange, POB 520, Orange, TX 77630.

CHILDREN'S LIBRARIAN. Immediate opening. ALA-accredited MLS. Need energetic, enthusiastic personality. Beautiful new building. Salary $11,897-$17,076. Resume and references: Director of Personnel, City of Orange, POB 520, Orange, TX 77630.

LIBRARIAN, SERIALS DIVISION. Duties: assist in making necessary adjustments and changes in serial records for newly cataloged and reclassified titles, catalog serials material using the OCLC system, assist staff with problems relating to serial records and cataloging. Qualifications: ALA-accredited MLS. $11,500 minimum (12-month). Salary may be higher depending on qualifications. Available Feb. 1. Applicants should submit a complete statement of qualifications, full resume of education and relevant experience, and 3 names of references who are knowledgable of their qualifications for this position. Apply by Jan. 15: Charles E. Chamberlin, Personnel & Budget Officer, 106 Love Library, University of Nebraska-Lincoln, Lincoln, NE 68588. Equal-opportunity, affirmative-action employer.

HEAD, CATALOGING DEPARTMENT. Administrative position open immediately. Responsible for directing all cataloging and reclassification activities in a medium-sized academic library with a staff of 7 professionals and 28 library assistants. Requires ALA-accredited MLS or equivalent, minimum 5 yrs.' professional cataloging experience, particularly with LC classification, AACR, ISBD; experience with automated cataloging systems and some library administration. Fluency in French essential. Salary minimum $18,450. Excellent fringe benefits. Please send applications: Susan O'Reilly, Staff Relations Officer, Concordia University Libraries, 1455 de Masonneuve Blvd., West, Montreal, P.Q. H3G 1M8.

REFERENCE LIBRARIAN. Accredited MLS, experience preferred. Salary from $10,500 depending on qualifications. Good fringes. Resume by Dec. 15: Jack Fry, Director, Menasha Public Library, 440 First St., Menasha, WI 54952.

OF THE LIBRARY. Pratt Institute is reopening its search for director of the library. Besides the administrative capability, the director should possess high leadership quality and be knowledgable ...vations, new methods, and techniques in providing the most suitable resources and the most effective ...s to all programs of the institute. Candidates must have an ALA-accredited MLS; doctorate in library ...e or a subject field highly desirable. Minimum 5 yrs.' experience in a high level library administrative ...tion + broad academic experience in public or technical services. Salary $27,000-$30,000 commensurate ...h experience. Send resume by Jan. 15: Dr. Nasser Sharify, Pratt Institute, 215 Ryerson St., Brooklyn, NY 11205. An equal-opportunity, affirmative-action employer.

ASSISTANT CENTRAL LIBRARY CHIEF. Responsible for development of non-subject components of central library, promotes public awareness of these services, prepares for new $40 million central building, acts in absence of central chief. Salary range $18,192-$20,052. HEAD, TEXAS/DALLAS DIVISION. Responsible for development of Texas/Dallas collections, service, staff, prepares for new building. Salary range $15,720-$17,340. LIBRARIAN FOR SERVICE TO NON-ENGLISH-SPEAKING. Responsible for planning program of service for non-English-speaking population. Salary range $13,608-$15,000. LIBRARIAN FOR SERVICE TO PRESCHOOL CHILDREN. Responsible for planning program of service to preschool children. Salary range $13,608-$15,000. Application closing Jan. 2. Contact: Personnel Officer, Dallas Public Library, 1954 Commerce, Dallas, TX 75201. Interviews at ALA Midwinter. An affirmative-action, equal-opportunity employer.

CATALOG LIBRARIAN. Responsible for original cataloging of Oriental materials, both print and nonprint. ALA-accredited MLS with some cataloging experience desirable. Thorough knowledge of Chinese, Japanese, and preferably knowledge of other foreign languages. Beginning salary $11,000 depending on qualifications + additional benefits. Position available immediately. Please submit application with resume by Dec. 30: John Rollefson, Head, Administrative Services Department, The Center for Research Libraries, 5721 Cottage Grove Ave., Chicago, IL 60637. Equal-opportunity employer.

HEAD OF TECHNICAL SERVICES. Manage acquisitions, cataloging, and serials. Staff of 1½ FTE librarians and 8 support staff + CETA participants. Expertise with OCLC, cooperative networks, and ability to deal with faculty necessary. ALA-accredited MLS and 3 yrs.' experience including significant experience in acquisitions or serials required. Knowledge of book trade and foreign languages preferred. Salary $13,000-$16,000 depending on qualifications and experience. Faculty status, 12-month appointment, TIAA/CREF, and usual benefits. Send resume and names of 3 references by Dec. 15: Paul W. Crumlish, Librarian, Hobart and Wm. Smith Colleges, Geneva, NY 14456.

CURRICULUM LIBRARIAN. 1-yr. temporary, Jan. 1979-Jan. 1980. Experience in school libraries and/or teaching on the elementary or secondary level required. ALA-accredited MLS. Additional graduate work desirable. Faculty rank, salary range $11,936-$17,545 for 9 months DOE. Summer employment possible. Available Jan. 29, 1979. Send resume and 3 references by Jan. 15: Ray K. Hacker, Chairperson, Ganser Library, Millersville State College, Millersville, PA 17551. The Commonwealth is an equal-opportunity, affirmative-action, Title IX employer.

CAREER OPPORTUNITIES

Guidelines

The American Library Association requires a salary range for all "Positions Open." "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 consecutive issues.

Positions Open or Educational Notices (Please state format desired):

Line-by-line: $2.50/line. ALA institutional members receive 50% off ($1.25/line).
Display: Boxes, larger type, prominent format. $25/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago, IL 60611.

Back-page classifieds: For services, sales, merchandise, personals, general announcements. See back page of magazine for details. $4/line.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices

As space permits, late j bs are taken after the general copy deadline has passed. **By phone only, after 10th of the month.** $10/line. ALA-institutional members 10% off. See complete instructions in section.

Address

Place all notices with Connie Pacholski, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611, (312) 944-6780.

JOBLINES

If your institution or organization would like its jobline listed free, send formal authorization to *American Libraries*, LEADS.

ARIZONA Job Hotline: (602) 278-1327. To list a position write: POB 3516, Phoenix, AZ 85030.

BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., Canada V6R 4G6.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Sacramento, CA 95814 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

COLORADO State Library Jobline: (303) 839-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 839-2174. **COLORADO LIBRARIES ONLY.**

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, Supreme Court Building, Tallahassee, FL 32303 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

IOWA Library Jobline (monthly): J. W. Hurkett, Assistant Director, State Library, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4116, 4118. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 9 am–2 pm.

METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Mary Jones, Library Planning Office, Council of Governments, 1225 Connecticut Ave., NW, Washington, DC 20036 or phone (202) 223-6800 x344.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Iowa Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LISTINGS ONLY.**

NEW JERSEY Library Association: (609) 695-2121. To list a position phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 687-1352. To list a position: write NYLA, 60 E. 42 St., Suite 1242, New York, NY 10017, or phone (212) 687-6625.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position call: (919) 733-2570.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243.

PENNSYLVANIA Cooperative Job Hotline: (412) 362-5627. To list a position (members and non-members): (412) 362-6400.

RHODE ISLAND SRRT Job Hotline, monthly. For copies, send self-addressed stamped envelope to Marcia Hershoff, Greenbrier Rd., Greenville, RI 02828. To list a position contact Candace Civiak, Systems Office, Providence Public Library, 150 Empire St., Providence, RI 02903. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

SPECIAL LIBRARIES ASSOCIATION, Southern California Chapter: (213) 795-2145. To list a position: write Paul Morton, Ralph M. Parsons Co., 100 W. Walnut St., Pasadena, CA 91124 or phone (213) 440-4044.

UNIVERSITY OF SOUTH CAROLINA College of Librarianship Jobline: (803) 777-8443. To list a position write: Admissions and Placement Coordinator, College of Librarianship, University of South Carolina, Columbia, SC 29208.

VIRGINIA Library Jobline: (804) 355-0384. To list a position write the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

POSITIONS WANTED

CREATIVE, ENERGETIC, DEDICATED LIBRARIAN seeks beginning reference/adult services position with public library. Preprofessional public services/PR experience in public library and special academic libraries reference and technical services. BA English literature '77, ALA-MLS Aug. '78. Prefer east coast. Please write: POB 933, Silver Springs, FL 32688.

CHILDREN'S PROGRAMMING POSITION WANTED. MLS, BA in speech. Experience in radio, 4 yrs.' public library, including puppetry, reading programs, activities. Strong interest in creating, doing, bringing stories and characters to life. **Reply Box B-758-W.**

PUBLIC INFORMATION/COMMUNITY OUTREACH/AUDIOVISUAL, MLS '78, University of Denver. BS, journalism. Seeking entry-level position in public library. Want to obtain extensive experience in all areas of library work to build strong foundation to support future development of managerial skills; and to strengthen knowledge/skills in media theory/production for use in expanding library visibility and support in communities served. Work experience includes 4 yrs.' public relations/community development (city & county of Denver). Relocate Colorado/Southwest. Resume: C. D. Burkert, 1395 Forest St., Denver, CO 80220.

ALA-MLS (UNIVERSITY OF PITTSBURGH). Strong background in literature, languages, data processing. Spanish, Italian, Latin. Willing to relocate. Resume: D. Fitzsimmons, 59 Pheasant Dr., Bayville, NJ 08721. (201) 269-3874.

ENTHUSIASTIC MSLS UNC '78 seeks general reference position. BA Hamilton College, French. CPLF, Sorbonne. MA, UNC, French (fluent). 1 yr's. experience with humanities reference, OCLC, serials. 1 semester with microfilm cataloging. Will relocate; available Jan. 1, 1979. Resume: L. Gragg, 11-L Old Well, Carrboro, NC 27510.

TIDEWATER, VA. AREA POSITION SOUGHT. MLS, University of Maryland, '77. 10 yrs.' preprofessional experience at the Library of Congress and recent MARC editorial experience. Available immediately. Resume: A. Lowe, 317 Bertwick Lane, Chesapeake, VA 23325.

REFERENCE / COLLECTION DEVELOPMENT: MLS (UT, Austin '75); BA English (UT, Austin '74). Public, academic, or special library. Subject interests include English, the fine arts, psychology, anthropology. 3 yrs.' public library experience. Prefer southwest or southeast location. Contact: J. Roe, 1221 W. 2nd Ave., Corsicana, TX 75110.

DEVELOPMENT EXPERTISE for public or state libraries or associations. Public relations, development, special projects, grants administration. City, county, state, federal, national experience. Consultant or position basis. BA, MSLS. Contact: D. Turick, 3938 Delmore Rd., Cleveland Heights, OH 44121, (216) 381-3823.

COMPUTERS AND RARE BOOKS. BA (Oxon), MLS, ABD PhD wants work applying automation to precise bibliographical description. Anywhere, any time. A. B. Chitty, 8 Town Terrace, Chapel Hill, NC 27514.

COLLECTION DEVELOPMENT; special collection; ILL; reference; administration. MLS and education degree, 12+ yrs.' experience, public library and public school libraries. Reply: **Box B-757-W.**

PH.D. (HUMANITIES), MLS, MA, BS. 3+ yrs.' experience in 2 major university libraries, including conventional and computerized reference services, etc. Looking for public services position with administrative responsibilities. Available immediately. Salary requirement: above average. R. Hock, B3 Windermere Court Apts., Wayne, PA 19087, (215) 293-1390.

ASSISTANT DIRECTOR/DIRECTOR POSITION WANTED. Experienced MLS with strong background in administration, supervision, PR, community programs, and budgeting seeks challenging library position in an active and progressive public library in the East. Available immediately, will relocate, salary negotiable. Contact: A. M. Kleiman, 1775 East 13 St., Brooklyn, NY 11229.

MLS, MA history seeks challenging entry-level position public services/reference/library orientation/archives. Academic, special library. Resume: T. A. Ceravolo, Belvedere Hotel #614, 29 S. State St., Salt Lake City, UT 84111.

MLS, SOCIAL SCIENCES LIBRARIAN: experience government documents, law catalog, industrial reference; translations skills Romance languages; flair for written expression; seeks professional position administrative, reader, or technical services; federal, special, research library; resume on request. **Box 754-W.**

LIBRARIAN seeks reference or any position in academic or public library. Has master's, AB in Spanish and 7 yrs.' experience. Available immediately. Resume sent upon request: C. Thummel, 2856 Monticello Dr., Winston-Salem, NC 27106. (919) 722-0604.

MEDIA SPECIALIST-LIBRARIAN. Administrative/supervisory/managerial experience. Audiovisual cataloger. Media center, school library, public library experience. Doctoral student educational administration. Writing ability. Opportunity to pursue interest in Afro-American bibliography wanted. Relocate West, Northwest by Aug.-Sept. 1979. **Box B-753-W.**

MLS, SYRACUSE '78, seeks user servi
tion, public or academic library. P
sional experience: online searches,
bibliographies and resource guides
documents, AV technology, music, n
pers and serials processing, microform
brary and employee supervision. Knowl
of automation; also French and Hebrew.
sume: J. Hecht, 1446 Hanshaw Rd., Ithaca, N
14850.

AUDIOVISUAL LIBRARIAN, MLS University of Illinois. 5 yrs.' professional experience in large midwestern university film library including nonprint acquisition, cataloging, circulation, reference, nationwide film distribution, public outreach, planning film programs. Seeks management position in film division of academic or public library or motion picture industry. Reply **Box B-752-W.**

MLS UNIVERSITY OF WISCONSIN/MILWAUKEE '78. MST, BME music education and history. Seeking entry-level position in either reference or technical services. 8 yrs.' teaching experience. Preprofessional experience in academic and special museum library. OCLC search experience. Will relocate. Resume: A. Wolter, 2910 E. Bolivar Ave., St. Francis, WI 53207.

LIBRARIAN SEEKING CHALLENGING CAREER IN LIBRARY. ALA-accredited 1974 MLS, University of Southern California. BA in politics. Undergraduate emphasis in business and law. 4 yrs.' public library experience. Will relocate. G. Billard, 2465 Easy Ave., Long Beach, CA 90810, (213) 426-8436 or (714) 439-6562.

ALA-MLS with experience in administration of both technical and public services of school, college, special, and university libraries. Still have the young cub's enthusiasm but also the tooth marks of experience. Several advanced degrees accompany a published author. Money welcomed; challenge contagious. Box 402, Lemont, PA 16851.

"JARVIS-CANNED"

Rob J. Masters, former head of adult services (reference, acquisitions, periodicals, interlibrary loans, and cataloging). 3121 Quartz Lane #5, Fullerton, CA 92631, (714) 524-9696. Public, academic, business, special libraries. Seattle, Portland, San Francisco, East Bay, Sacramento, L.A., Orange and San Diego counties—professional or paraprofessional.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant catalog librarian, Tennessee Technological University, Cookeville, Tenn. Salary range $10,000–$11,200+ depending on qualifications; 12-month position. Responsible for cataloging of nonbook materials using OCLC terminal, maintenance of public catalogs, and original cataloging of sound recordings and other nonbook materials. Reports to head of cataloging. Requirements: MLS or equivalent from ALA-accredited school. 2 yrs.' cataloging experience in academic library using LC classification, AACR, and the OCLC formats preferred. Faculty benefits with rank of instructor. Annual leave accrues at the rate of 2 days/month and sick leave at 1 day/month. Retirement plans and group insurance available. **Deadline for application Jan. 1.** Position available July 1, 1979. Send resume and letter of application: Dr. Dudley Yates, Director of Library Services, **Tennessee Technological University, Box 5066, Cookeville, TN 38501.** Tennessee Tech is an affirmative-action, equal-opportunity employer. We comply with Title IX of the Educational Amendments of 1972 and the Rehabilitation Act of 1973.

Assistant catalog librarian. Original cataloging of monographs with major responsibility for nonbook materials in a department of 4 professionals and 14 support staff processing 24,000 volumes/year in OCLC system. Requires

DIRECTOR
THE VON DER AHE LIBRARY

Loyola Marymount University seeks nominations and candidates for director of the Von der Ahe Library, an 80,000 square-foot structure at the Westchester Campus. The library was recently renovated and expanded and contains approximately 200,000 books together with periodicals and government documents. Loyola Marymount University is a Catholic university sponsored by the Society of Jesus and the Religious of the Sacred Heart of Mary. Enrollment on the Westchester Campus is presently at capacity: 3,400 undergraduates and 1,000 graduate students. The university is located in the western suburbs of Los Angeles, approximately 3 miles from the Pacific Ocean. The director reports to the academic vice president and is responsible for providing academic support for students and faculty through the library and its departments.

The staff includes 5 professional librarians, 14 clerical staff, as well as a director of the Learning Resource Center and 2 assistants. Candidates should have at least 5 yrs.' library administrative experience, possess an ALA-accredited MLS, have an understanding of current library trends and budget procedures. The director will be expected to provide leadership in library development and be oriented toward the service of the library constituencies. Salary will be competitive and based on experience and qualifications of the appointee (salary $22,000–$28,000). The appointment will be effective mid-school year 1978–79 (negotiable).

Candidates for the position should submit their applications, together with resumes and supporting documents by Jan. 15, 1979:

Dr. Mel Bertolozzi
Chair, Library Search Committee
Box 455
Loyola Marymount University
Los Angeles, CA 90045

Loyola Marymount University is firmly committed to affirmative action for equal opportunity in the employment of minorities, women, handicapped, and veterans.

graduate library degree. Candidate must have proven ability to apply AACR and LC classification to materials in print and other formats. Preference will be given to candidates with knowledge of music. Appointment as assistant librarian ($1,012–$1,393/month) depending on qualifications for 12 months, 24 working days vacation, 12 days sick leave. 10-month appointment optional. Excellent retirement program, partially paid health plans, and tax deferred annuity options. Interview on campus required at finalist's expense. **Apply with resume by Jan. 1, 1979:** Thomas L. Welch, Associate Director, **University Library, California State Polytechnic University, Pomona, CA 91768.** An equal-opportunity, affirmative-action employer.

Assistant director for technical services, Stanford University Libraries (reposted). Administers acquisition, catalog, and serials departments. Responsible for technical services policies and goals. Participates in general library planning, budgeting, policy making, and setting of priorities. Significant experience in technical services, competence in the management of library operations, understanding of the workings of a large research library, knowledge of conservation principles, and ability to lead effectively are required. Salary $30,000 minimum. Submit resume and supporting documentation: David C. Weber, Director, **Stanford University Libraries, Stanford, CA 94305.** An equal-opportunity employer.

Assistant head of MARC. University of Wisconsin-Madison Memorial Library is seeking applicants for the position of assistant head of MARC dept. Duties include training and supervising paraprofessional staff in searching, copy cataloging and OCLC procedures; assisting in the direction and supervision of work flow; serving as liaison with principal cataloger/catalog editor from catalog dept. and consulting on tagging and content designation of machine-readable catalog records and OCLC procedures and operations; and assuming duties of head of dept. in her absence. Qualifications: ALA-accredited MLS; demonstrated successful experience after receiving MLS in some form of cataloging and computer assisted cataloging, and supervisory, managerial or personnel experience. Salary minimum $15,000; academic appointment as specialist; benefits include sick leave, state retirement program, health and life insurance. **Send letter of application, resume, and names of 3 references by Jan. 15:** Joan Ring, Personnel Officer, **360 Memorial Library, 728 State St., Madison, WI 53706.** Equal-opportunity, affirmative-action employer.

Catalog librarian for both descriptive and subject cataloging. Working knowledge of OCLC, familiarity with AACR and LC cataloging practices required. Some music background and knowledge of at least one foreign language helpful. ALA-accredited MLS. Salary range $10,000–$11,500 depending on qualifications and experience. 12-month contract. TIAA/CREF and many other fringe benefits. Position open immediately. Send application and resume: Royal V. Pope, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** An equal-opportunity, affirmative-action employer; welcomes applications from all qualified individuals.

Cataloger. Assists in policymaking. Does original cataloging of monographs, nonserial microforms, and special collections. Supervise catalog maintenance unit (2 support staff). Special projects. Other duties as assigned. Reports to head of cataloging. ALA-accredited MLS, minimum 2 yrs.' professional experience in academic libraries including work with OCLC, AACR, LC, and modern languages. $11,500+; 12-month contract; available immediately. **Send resume, 3 references, and credentials by Dec. 15:** Norman R. Pearson, **Wright State University Library, Dayton, OH 45435.** Equal-opportunity, affirmative-action employer.

Cataloger, Louisiana State University Library. Anticipated position responsible for original cataloging of monographs and some nonprint materials. ALA-accredited MLS, cataloging experience and/or recent cataloging coursework required. Familiarity with OCLC and knowledge of foreign languages desirable. Equivalent faculty status with accompanying benefits. Salary $10,000. **Apply before Jan. 15:** George J. Guidry, Jr., Director, **LSU Library, Baton Rouge, LA 70803.** LSU is an equal-employment university.

Cataloger, Spanish/Portuguese languages. University of Wisconsin-Madison Memorial Library is seeking applicants for the position of Spanish/Portuguese language cataloger. Duties include original cataloging of Spanish, Portuguese, and English language monographs in all subjects, assisting with catalog editing, revising filing and other related cataloging tasks, and participation in committee work and professional development. Qualifications: ALA-accredited MLS; reading knowledge of Spanish and Portuguese including a major in one of these two languages, or demonstrated equivalent language competence; and documented familiarity with Ibero-American history and culture and/or bibliography. Salary minimum $13,150; academic appointment as specialist; benefits include sick leave, state retirement program, group health and life insurance. **Letter of application, resume, and names of 3 references should be sent by Feb. 15:** Joan Ring, Personnel Officer, **360 Memorial Library, 728 State St., Madison, WI 53706.** Equal-opportunity, affirmative-action employer.

Cataloger. University of California, Riverside, is recruiting a cataloger for original cataloging of monographic materials in modern European literatures and languages. Exciting opportunity for participation in policy making, professional development, and implementation of automated cataloging and patron access systems. Undergraduate major in at least 1 major European literature; reading ability in 2 major languages required; 3 or more yrs.' academic cataloging experience preferred. Appointment as assistant or associate librarian; initial appointment range $12,924–$16,584. Position open Dec. 15. Send resume and list of 3 professional references: Rikki Robison, Library Personnel Office, **University of California, Riverside, POB 5900, Riverside, CA 92507.** The university is an equal-opportunity, affirmative-action employer.

Coordinator of public services. Broad responsibility for planning, directing, and coordinating areas of circulation, reference, documents, serials, and microforms. Demonstrated proficiency with online bibliographic retrieval required. ALA-accredited MLS and at least 2 yrs.' professional experience. BS in sciences preferred. Faculty status, fringe benefits. 12-month appointment. Position open Jan. 1, 1979. Salary $13,000–$14,000 depending on experience. Send resume and references: Rush Miller, Director of Library Services, **Box 3282, Delta State University, Cleveland, MS 38733.** An equal-opportunity, affirmative-action employer.

Coordinator of reference services. The University of Northern Colorado libraries are seeking candidates for the position of coordinator of reference services. The incumbent will formulate policy and direct the operation of the reference service in compliance with the objectives and goals of the university libraries. ALA-accredited MLS required; second subject master's degree required; minimum of 6 yrs.' academic library experience required of which 4 yrs.' must be reference experience; 2 yrs.' supervisory experience preferred. 12-month salary between $16,000–$18,000, depending on qualifications and experience. Faculty rank and status, 20 workdays vacation, faculty travel assistance, opportunities for advanced academic study, generous sick leave, retirement program. **Applications must be postmarked no later than Feb. 1, 1979. Interviews will be conducted at ALA Midwinter.** Apply: Tom Peischl, Administrative Librarian, **James A. Michener Library, University of Northern Colorado, Greeley, CO 80639.**

Director of libraries. Rollins College, Winter Park, Fla., invites nominations and applications for the position of director of libraries. Rollins College is an independent institution in an attractive, residential community adjacent to Orlando. There are 1,300 undergraduates and more than 3,000 students in the associated undergraduate and graduate programs. The candidate should have an ALA-accredited graduate degree and successful administrative experience in a college or university library, evidence of significant professional activities, and a commitment to the aims and values of the liberal arts. This position offers an opportunity for significant planning and policy making. The appointment, effective June 1, 1979, has faculty rank. Salary $19,000–$24,000 commensurate with experience and qualifications. **Applications should be received by Jan. 15.** Send resume: Chairperson, Director of Libraries' Search Committee, **Box 2712, Rollins College, Winter Park, FL 32789.** Rollins College is an affirmative-action, Title IX employer.

Documents and microforms librarian, Auburn University libraries. Accredited MLS, second master's in social sciences helpful. Responsible for development and maintenance of Documents and Microforms Center. Experience in documents work, supervision, and reference essential. Faculty status, but not professorial title; eligible to be considered for tenure. State retirement plan is mandatory, TIAA optional; sick leave benefits; annual vacation of 20 working days. Salary, librarian II (equivalent to assistant professor) $15,000–$16,260. Available March 15, 1979. **Application folders must be completed before Feb. 15.** Inquiries: Gene Geiger, Chair, Documents and Microforms Librarian Search Committee, **Ralph Brown Draughon Library, Auburn University, Auburn, AL 36830.** Auburn University is an equal-opportunity employer.

Documents librarian. ALA-accredited MLS. Experience is not necessary but will be favorably considered. Must have ability to work and communicate effectively with staff, faculty, and students. The base salary is $10,000 /year with academic status. TIAA/CREF and illness benefits. **Closing date Dec. 15.** Send resumes: Lucille R. Jones, Head of Administrative Services, **Drexel University Libraries, 32nd & Chestnut Sts., Philadelphia, PA 19104.** An equal-opportunity, affirmative-action employer.

Head catalog librarian. University library seeks applicants to head its catalog department consisting of 2 professionals and a clerical staff of 7 full-time employees. Should be experienced with OCLC and have a knowledge of data-base management. Requires ALA-accredited MLS and minimum of 3 yrs.' cataloging experience which includes increasing supervisory responsibilities. Salary negotiable depending on qualifications, $14,000 minimum for 12 months. Benefits include optional annuity retirement programs and state-paid Social Security. **Deadline for applications Jan. 15, 1979. Preliminary interviews possible at ALA Midwinter meeting.** Send resume and names of 3 references: William L. Stewart, Jr., Asst. Director for Technical Services, **Univ. of Texas at San Antonio Library, San Antonio, TX 78285.** An equal-opportunity, affirmative-action employer.

Head of circulation/interlibrary loan, The University of Nebraska Medical Center Library, Omaha. Responsible for the management of circulation and ILL with some assistance in reference. Supervision of 2 FTE paraprofessionals, 8 FTE staff, and 15 student workers. Position includes planning, developing, and implementing policies and services in circulation/ILL including implementation of a 3-campus automated circulation system due to start up Jan. 1979. Qualifications: ALA-accredited MLS; 2 yrs.' experience, preferably in an academic health sciences library; and knowledge of computers and their applications. Experience with medical reference and online searching desirable. Faculty rank and privileges, excellent fringe benefits, salary negotiable from $15,000 based on qualifications. Available Jan. 1, 1979. Send resume including names of 3 references: Robert M. Braude, Director, **Leon S. McGoogan Library of Medicine, University of Nebraska Medical Center, 42nd & Dewey Ave., Omaha, NE 68105.** An equal-opportunity, affirmative-action employer.

Head of interlibrary loan and reserve room, to coordinate the separate activities of interlibrary loan, the reserve reading room, and current periodicals display; works closely with the faculty, graduate students, and professional librarians on research projects; supervise 2 support staff members and several student assistants. Applicants are required to have an ALA-accredited MLS and experience in interlibrary loan, reference, or bibliographic research in an academic library. Supervisory experience desirable. Position open Jan. 1, 1979. Minimum salary $12,500 depending on qualifications and experience. 12-month contract. TIAA/CREF and many other fringe benefits. Send application and resume: Royal V. Pope, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** An equal-opportunity, affirmative-action employer, welcomes applications from all qualified individuals.

Head librarian-Beaver Campus of The Pennsylvania State University Commonwealth Campus System. Faculty position at a 2-yr. branch campus which serves approx. 1,000 students and their faculty in a community north of Pittsburgh with a population of approx. 7,500. Responsible for providing reference services, catalog maintenance (library materials are centrally processed at the main campus), participation in the instructional program of the campus as appropriate, book selection in cooperation with the faculty within the collection development policies of the library system, and for working closely with the campus' instructional services specialist. The campus librarian reports jointly to the campus' assistant director for resident instruction and, as a member of the university libraries faculty, to the dean of university libraries. Candidates should have proven ability to communicate and work effectively with students, faculty, staff, and administrators in support and development of the campus programs including both resident instruction and continuing education. Responsible for the administration and orderly operation of all library services, for the supervision of the library's staff, and for the administration of the library materials budget. Minimum requirements: ALA-accredited MLS. 2 yrs.' professional experience in an academic library. Training and experience in the use of instructional technology desirable. Demonstrated excellence in librarianship and future promise in scholarship. Available July 1, 1979. Salary $13,296 minimum or higher depending on qualifications. Faculty status; liberal vacation and sick leave; group life and health/major medical insurances; choice of state or TIAA/CREF retirement plans; educational benefits; additional optional insurance and tax-sheltered retirement plans. **Send letter of application & resume by March 31:** Anne Minshall, Personnel Officer, **The Pennsylvania State University Libraries, E505 Pattee Library, Box BV-2, University Park, PA 16802.** Equal-opportunity, affirmative-action employer.

Head librarian-York Campus of The Pennsylvania State University Commonwealth Campus System. Faculty position at a 2-yr. branch campus which serves approx. 1,000 students and their faculty in an attractive, historic community with an area population of over 150,000. Responsible for providing reference services, catalog maintenance (library materials are centrally processed at the main campus), participation in the instructional program of the campus as appropriate, book selection in cooperation with the faculty within the collection development policies of the library system, and for working closely with the campus' instructional services specialist. The campus librarian reports jointly to the campus' associate director for academic affairs and, as a member of the university libraries faculty, to the dean of university libraries. Candidates should have proven ability to communicate and work effectively with students, faculty, staff, and administrators in support and development of campus programs including both resident instruction and continuing education. The librarian is responsible for the administration and orderly operation of all library services, for the supervision of the library's student and clerical staff, and for the administration of the library materials budget. Minimum requirements: ALA-accredited MLS. 2 yrs.' professional experience in an academic library. Training and experience in use of instructional technology desirable. Demonstrated excellence in librarianship and future promise in scholarship. Available July 1, 1979. Salary $13,296 minimum or higher depending on qualifications. Faculty status; liberal vacation and sick leave; group life and health/major medical insurances; choice of state or TIAA/CREF retirement plans; educational benefits; additional optional insurance and tax-sheltered retirement plans. **Send letter of application and resume by March 31:** Anne Minshall, Personnel Officer, **The Pennsylvania State University Libraries, E505 Pattee Library, Box YK-2, University Park, PA 16802.** Equal-opportunity, affirmative-action employer.

Humanities/music cataloger, Auburn University Libraries. Primarily responsible for the original descriptive and subject cataloging and classification of monographs in the humanities (LC schedules A, B, M, N, P, and Z). 2 yrs.' cataloging experience preferred, including preparation of OCLC workforms. Degree or strong interest in music highly desirable. Knowledge of languages helpful. Available March 15, 1979 or earlier. **Application folders must be completed by Feb. 15.** Salary $15,000–$16,500. Faculty status, but not professorial title; eligible to be considered for tenure. State retirement plan is mandatory, TIAA optional. Sick leave benefits; annual vacation of 20 working days. Reply: David Smith, Chair, Humanities/Music Cataloger Search Committee, **Auburn University Libraries, Auburn, AL 36830.** Auburn University is an equal-opportunity employer.

MEDLINE analyst (assistant reference librarian) in university health sciences library, serving the Colleges of Medicine, Nursing, Pharmacy, Health, and the university hospital. Responsibilities: MEDLINE and other data searches, bibliographic and reference service, user instruction. Qualifications required: MLS, medical librarianship courses and/or biology background, MLA certification. Desirable: MEDLINE training and BRS, SDC, and Lockheed database experience. Salary $11,750 minimum based on qualifications, excellent fringe benefits, with academic librarian status. **Applications accepted until Feb. 1, 1979.** Send resume: Priscilla M. Mayden, Director, **Eccles Health Sciences Library, University of Utah, Salt Lake City, UT 84112.** The university is an affirmative-action, equal-opportunity employer.

Monographic cataloger. Under the supervision of the senior monographic cataloger, does original cataloging and classification of monographic materials, including microforms, and establishes uniform titles. Assists with the more difficult partial copy cataloging for OCLC input. Department catalogs a total of 25,000 titles (40,000 volumes) annually, of which approximately 2,000 titles are cataloged originally. Library faculty at SUNYA are expected to fulfill faculty obligations in one or more of the areas of teaching, research, and service as well as specific library assignments. Qualifications: ALA-accredited MLS. Working knowledge of at least one modern European language required. Prior cataloging experience in a medium or large research library preferred, including familiarity with AACR and LC cataloging practices, LC classification and subject headings, and a working knowledge of OCLC. Appointment will be at the rank of assistant librarian or senior assistant librarian, depending on qualifications. Recruitment range $11,200–$15,000. 12-month appointment; sick leave and annual leave @ 1.75 days each per month; fully paid major medical, hospitalization and dental insurance. Social Security coverage. TIAA/CREF or New York State Teachers Retirement available (employee contribution rate = 3%). **Inquiries should be received by Dec. 31.** Contact: Jean Whalen, Personnel Librarian, **University Library, Room 109, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** The University at Albany is an equal-opportunity, affirmative-action employer. Applications from women, minorities, and handicapped are especially welcome.

Readers' services librarian. Effective July 1, 1979. Bibliographic instruction, circulation and interlibrary loan, general reference duties. Required: MLS; second master's degree in academic discipline preferred; at least 2 yrs.' experience in academic library; demonstrated leadership qualities; preference for liberal arts institution; knowledge of federal documents preferred. Salary minimum $13,000 + fringe benefits for a 12-month contract. **Deadline Dec. 15.** Job announcement available on request. Contact: Michael Haeuser, Head Librarian, **Linfield College, McMinnville, OR 97128.** An equal-opportunity, affirmative-action employer.

Reference, department head. Tennessee Technological University, Cookeville, Tenn. Salary minimum $17,000 depending on qualifications; 12-month position. Supervise 1 professional and 2 supportive staff members. Provide user education programs, facilitate ILL. Provide reference service to students and faculty. Responsible for computer searches (Lockheed's Dialog and SDC's Orbit). Requirements: 3–7 yrs.' reference in an academic library; 2–3 yrs.' administrative responsibility; ALA-accredited MLS + subject area master's degree; familiarity with computer data bases. Faculty rank. Annual leave accrues at the rate of 2 days/month and sick leave at 1 day/month. Retirement plans and group insurance available. **Deadline for applications Jan. 1.** Position available May 1, 1979. Send resume and letter of application: Dr. Dudley Yates, Director of Library Services, **Tennessee Technological University, Box 5066, Cookeville, TN 38501.** Tennessee Tech is an affirmative-action, equal-opportunity employer. We

DEAN
SCHOOL OF LIBRARY SCIENCE

The school of library science, University of Wisconsin-Milwaukee, invites applications and nominations for the position of dean. The candidate must have a strong academic background, education and experience sufficient to merit tenure in a UWM department, the PhD or its equivalent, a working knowledge of scholarship and research, and knowledge of library service in large cities. Administrative experience desirable. The dean is the chief executive officer of the school of library science. As head of the school faculty, the dean is responsible for academic programs, personnel, budget administration, and continuing ALA-accreditation. Salary range $33,000–$37,000. ***Send nominations or applications accompanied by resumes by Dec. 15:***

Robert K. Turner, Jr., Department of English, University of Wisconsin-Milwaukee, POB 413, Milwaukee, WI 53201.

An equal-opportunity, affirmative-action employer.

comply with Title IX of the Educational Amendments of 1972 and the Rehabilitation Act of 1973.

Search librarian to head preorder/precatalog bibliographic search section in monographic acquisitions department which utilizes NOTIS, a MARC-based computer support system. Trains and supervises staff of 9 full-time nonprofessional bibliographic searchers; assists department head in planning and procedural matters; works closely with order section and with catalog department to facilitate flow of materials; and participates in a wide range of inter-related technical services activities. Qualifications: accredited MLS; working knowledge of one or more of the following: German, Italian, Spanish, French; 3 yrs.' professional library experience; minimum 2 yrs.' experience in technical services with demonstrated knowledge of bibliographic methods and book trade and interest in automated systems. Hiring range $13,500–$15,000. Available March 1, 1979. Apply: Robert L. Ireland, Personnel Officer, **Northwestern University Library, Evanston, IL 60201.** An equal-opportunity employer.

Senior monographic cataloger. Under the general direction of the head, catalog department, is responsible for all original cataloging and classification of monographic materials, including microforms, and for establishment of all uniform titles. Plans, organizes, and supervises original monographic cataloging in close cooperation with the OCLC unit, solves complex bibliographic problems, and participates actively in planning for the future of the card catalog. Department catalogs a total of 25,000 titles (40,000 volumes) annually, of which approximately 2,000 titles are cataloged originally. Library faculty at SUNYA are expected to fulfill faculty obligations in one or more of the areas of teaching, research, and service as well as specific library assignments. Qualifications: ALA-accredited MLS. At least 3 yrs.' cataloging experience in a medium or large research library, and facility with European languages, particularly German, required. This experience should include familiarity with AACR and LC cataloging practices, LC classification and subject headings, and a working knowledge of OCLC. Some supervisory experience highly desirable. Appointment will be at the rank of senior assistant librarian or associate librarian, depending on qualifications. Recruitment range $14,500–$18,000. 12-month appointment; sick leave and annual leave @ 1.75 days each per month; fully paid major medical, hospitalization and dental insurance. Social Security coverage. TIAA/CREF or New York State Teachers Retirement available (employee contribution rate = 3%). **Inquiries should be received by Dec. 31.** Contact: Jean Whalen, Personnel Librarian, **University Library, Room 109, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** The University of Albany is an equal-opportunity, affirmative-action employer. Applications from women, minorities, and handicapped are especially welcome.

Serials cataloger, University of Wisconsin-Madison Memorial Library is seeking applicants for the position of serials cataloger. Minimum qualifications: ALA-accredited MLS and reading knowledge of 2 foreign languages. Responsibilities include original serials cataloging in English, Western European, and other languages; updating and revising serials cataloging; supervising serials analytics and maintaining serials authority file. A detailed job description is available on request. Salary minimum $13,150; academic appointment as specialist; benefits include sick leave, state retirement program, group health and life insurance. **Letter of application, resume, and names of 3 references familiar with the candidate's qualifications as a serials cataloger should be sent by Feb. 1:** Joan Ring, Personnel Officer, **360 Memorial Library, 728 State St., Madison, WI 53706.** Equal-opportunity, affirmative-action employer.

Special collections librarian to assist head of department in development of Arkansas-related collections, in routine administrative procedures, and in reference service to researchers. ALA-accredited MLS required, knowledge of Arkansas history preferred. Salary range $10,000–$11,500 depending on qualifications and experience. 12-month contract. TIAA/CREF and many other fringe benefits. Position open Dec. 4. Send application and resume: Royal V. Pope, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** An equal-opportunity, affirmative-action employer; welcomes applications from all qualified individuals.

Technical services librarian. Whitworth College, an institution of liberal studies with distinctive Christian emphasis and concern for human development, seeks a full-time technical services librarian (assistant professor), responsible for acquisition, cataloging, processing library materials, and assisting in public services, including reference service and bibliography instruction. Candidates should hold an ALA-accredited MLS. Prefer master's degree or PhD in natural or behavioral sciences and potential teaching ability. Must enjoy working with undergraduates, faculty, and staff, and be committed to professional growth. Salary $13,000–$18,000. **Midwinter ALA. Send letter of interest and resume by Dec. 31:** Duncan S. Ferguson, Vice President of Academic Affairs, **Whitworth College, Spokane, WA 99251.** An equal-opportunity employer. Women and minorities are urged to apply.

Undergraduate reference librarian to coordinate reference services in active undergraduate library. Shares duties of reference, bibliographic instruction, AV, and a card catalog. Requires MLS and 4 yrs.' experience, at least 2 in academic library. Supervisory and/or administrative experience desirable. Minimum salary $13,000. **Send resume and names of 3 references by Jan. 10:** Joseph Jerz, Assistant University Librarian for Staff Development, **University of North Carolina Library, Chapel Hill, NC 27514.** An equal-opportunity, affirmative-action employer.

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3 librarian positions. California State University, Long Beach, is a large, comprehensive university with a student body of 33,000. The 1.7 million bibliographic item library has a 185 FTE staff and an annual budget of $3.1 million. Current openings are for: **1) Head, science reference,** senior assistant (12-month $14,112–$19,488) or associate librarian (12-month $18,180–$21,900) depending on preparation and experience. Requires 5 yrs.' experience in a 4-yr. academic institution; second master's in a subject area and experience with science data bases desired; **2) Science reference librarian,** assistant librarian (12-month $12,144–$16,716) or senior assistant librarian (12-month $14,112–$19,488) depending on preparation and experience. Science background desired. 10-month work schedule negotiable. Opportunities for bibliographic instruction and computer-based bibliographic search service; **3) Social sciences/business reference librarian,** assistant librarian (12-month $12,144–$16,716) or senior assistant librarian (12-month $14,112–$19,488) depending on preparation and experience. Social science and business background desired. 10-month work schedule negotiable. Opportunities for bibliographic instruction and computer-based bibliographic search service. **All 3 positions** require ALA-accredited graduate degree. **Apply by Jan. 1, 1979 (postmark):** Lloyd A. Kramer, Associate Director, **University Library, California State University, Long Beach, CA 90840.** An equal-opportunity, affirmative-action, Title IX employer.

LAW LIBRARY

Assistant law librarian for public services. Responsible for organizing and providing public services in a library of 250,000 volumes at a law school with approximately 1,200 students and 60 faculty. Bears primary responsibility for reference and information services; for overseeing automated research, photoduplication, audiovisual and circulation services; and for user education and awareness. Also assists the law librarian with administrative duties. Requirements: JD and MLS degrees, or substantial equivalent experience. A minimum of 3 yrs. in public services and demonstrated management skills are highly desirable. Salary minimum $15,000, negotiable depending on qualifications and experience. Position open. **Applications received until Jan. 15, 1979:** Richard G. Hutchins, Law Librarian, **University of Miami, School of Law, POB 248087, Coral Gables, FL 33124.** An equal-opportunity, affirmative-action employer.

LIBRARY EDUCATION

Library and information science faculty. Search reopened for specialist in materials and services for children, both school and public library emphases, beginning fall 1979. Cognate teaching areas considered will include public libraries, reference, school media centers. Prefer doctorate, interest and competence in research, teaching experience, library experience. Rank will depend on qualifications. Salary $15,500 or more for assistant professor for 9 months. Substantial additional compensation for summer (currently ⅓ of academic rate). **Application deadline Feb. 1.** Send vita and list of references: C. G. Sparks, Dean, Graduate School of Library Science, **University of Texas at Austin, Box 7576, University Station, Austin, TX 78712.** An equal-opportunity, affirmative-action employer.

Library education faculty. The University of Arizona, Graduate Library School, is seeking candidates for 2 faculty positions for fall 1979. **1) Information science and related areas; 2) Public library services and administration.** Candidates must have a completed doctoral degree or considerable work towards that degree or extensive administrative experience. Also candidates will be preferred with teaching experience at the graduate level, and evidence of interest in research and publication. Teaching load will be 3 courses each semester. Appointment will be either at the assistant or associate professor level depending on qualifications. Established salary range for the academic year is $15,000–$22,500 with possible additional compensation for summer. **Applications must be received by Dec. 30. Interviews will be arranged at ALA Midwinter in Washington, D.C.** Send resume: Donald C. Dickinson, Director, Graduate Library School, **University of Arizona, Tucson, AZ 85719.** The University of Arizona is an equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Library science-teaching/service-faculty position open June or Aug. 1979 at James Madison University. Experience: school librarian and/or district level media supervisor; education: MLS/ALA desirable, doctors preferable; salary: $12,000–$16,000; position: instructor or assistant professor nontenured. This position is subject to annual renewal up to a maximum of 3 yrs. **Resumes should be sent by Dec. 15:** Dr. Raymond Ramquist, Head, Library Science and Educational Media, **James Madison University, Harrisonburg, VA 22807.** James Madison University is an affirmative-action, equal-opportunity employer.

PUBLIC LIBRARY

Assistant director of public libraries. City of Lincoln, Neb. (pop. 178,000) seeks individual to assist the director of libraries in the development and implementation of departmental operating policies and procedures, budget preparation, promotion of library services and programs, and the supervision of library coordinators engaged in the delivery of public library services. Candidates should have MLS with considerable experience in the management of a public library system. Salary $1,561–$1,987 monthly. Send resume: **City-County Employment Office, County-City Building, 555 S. 10 St., Lincoln, NE 68508.** An equal-opportunity, affirmative-action employer.

Branch/bookmobile coordinator. Responsible for development implementation and coordination of library services and programs through 3 branches, 1 bookmobile, and other outreach operations. Also AV and backup reference responsibilities. Seeking dynamic, self-reliant, people-oriented librarian able to work with a diversity of individuals and community groups. ALA-accredited MLS. Salary range $10,204–$13,012. Send resume: Joan McAdams, Assistant Director, **Rock Island Public Library, 4th Ave. & 19th St., Rock Island, IL 61201.** An equal-opportunity employer.

Children's librarian for library serving 20,000 people in Finger Lakes area. Responsible for all children's work. ALA-accredited MLS, experience preferred but enthusiasm more important. Salary $9,600. Position open Jan. 1, 1979. Send resume: Robert Belvin, Director, **Geneva Free Library, 244 Main St., Geneva, NY 14456.**

Consultant to draw up 5-yr. plan for development of a public library system to include 7 previously unaffiliated local libraries serving 200,000 in suburban Philadelphia. Consultant must have knowledge of public library systems, previous consultant experience, and ability to work with all kinds of people. LSCA grant for 35 working days after May 1, 1979, at a salary of $5,250. Allotment for travel and other expenses. **Reply by Dec. 15:** N. Posel, **Abington Township Public Libraries, 1030 Old York Rd., Abington, PA 19001.** Equal-opportunity employer.

Consultant to prepare a feasibility study for a county-wide automated circulation system. LSCA project to be completed within 3 months beginning Jan. 1979. Grant includes consultant fee of $100/day for 40 days + lodging and travel expenses between libraries. Send applications including background and experience: Carol Straub, Director, **Montgomery County-Norristown Public Library, Swede & Elm Sts., Norristown, PA 19401.**

County library director for library with budget of $100,000, staff of 9, serving population of 33,000+. ALA-accredited MLS and 1–2 yrs.' post-library school, public library experience. Salary $11,732. Health insurance. 10 days vacation. Contact: Allen Read, **Georgetown County Library, Drawer D, Georgetown, SC 29440.**

Director, City-County Library, Billings, Mont. Salary range $18,000–$25,000. Responsible to a joint library board for all operations, to city administrator for personnel practices of hiring, firing, and disciplinary. Position includes coordinator of South Central Federation of Libraries with responsibility for development and coordination of library services to 1/6 of the state, largest library in state, 250,000 volumes, $837,000 budget with staff of 30 FTE. The library has COM Catalog (currently distributes 100 copies to libraries, businesses, and other agencies). Participant in TALINET, currently installing CLSI LIBS 100, flex-time, split-positions, and developing protocals with PNBC and WLN, a demonstration project. Active cooperation with Art Center, museums, colleges, schools, and special libraries. Minimum requirements: ALA-accredited MLS with minimum 5 yrs.' experience, 3 yrs. in supervisory position. **Deadline for applications Dec. 15** with hiring date March 1979. For further information and/or send resume: Max Conover, Chair of Library Board, **c/o Personnel Department, POB 1178, Billings, MT 59101.** An equal-opportunity employer.

Director of the Scranton (Pa.) Public Library. Starting salary $17,000–$21,000 determined by qualifications. A city/county library with regional responsibility, 3 branches and bookmobile, $684,000 budget, $95,000 book budget, staff of 39 FTE + CETA. Outstanding film collection, special service to business. OCLC. Minimum requirements: MLS and 6 yrs.' appropriate library experience. Fringe benefits include 4–5 weeks vacation, city pension, paid medical. Resume to: James Hopkins, President, Board of Trustees, **Scranton Public Library, Vine St. and North Washington Ave., Scranton, PA 18503.**

Head of children's services. Position open in large suburban Chicago public library serving over 100,000 population. 3 yrs.' appropriate library experience required. Accredited MLS. Beginning salary range from $14,398–$18,539. Send resume and cover letter: Michael Madden, Director, **Schaumburg Township Public Library, 32 W. Library Lane, Schaumburg, IL 60194.**

Librarian, Pawtucket Public Library, for general reference and collection development; reference experience desirable. Required: ALA-accredited MLS; some evening and Saturday work. Desirable: speaking knowledge of Spanish or Portuguese. $9,630/yr.; good fringe. **Send resume and credentials by Dec. 22:** Lawrence Eaton, Director, **12 Summer St., Pawtucket, RI 02860.** Equal-opportunity employer.

DIRECTOR
GRAND RAPIDS PUBLIC LIBRARY
GRAND RAPIDS, MICHIGAN

Responsible for the overall operation of the Grand Rapids Public Library serving a population of 197,000 with a departmentalized main library, 5 branches, 2 bookmobiles, a staff of 100, a book collection of over 600,000, a budget of $1.8 million, and headquarters for the Lakeland Library Cooperative with 29 member libraries serving over 820,000 people.

Position requires a solid public library background, administrative experience, knowledge of budgeting, and ability to relate to staff, city department heads, and other library administrators. ALA-accredited MLS and 10 yrs.' increasingly responsible experience as a professional librarian of which 4 yrs. shall have been in a responsible administrative position.

Salary range $28,016–$33,751 per year + a full range of fringe benefits. Position open Aug. 1, 1979. ***Send resume and application before Feb. 1:***

Alberta Massingill, Director
Public Library
Grand Rapids, MI 49503

An equal-opportunity, affirmative-action employer.

City of Long Beach, Cal.
DIRECTOR
of
LIBRARY SERVICES

System consists of 12 libraries, 2 historic sites, and art museum serving a population of 342,000. Budget $5 million, staff of 145 full time equivalent. Salary negotiable in $1,700–$5,200 executive schedule. Position requires ALA-accredited MLS, minimum 5 yrs.' administrative/supervisory experience in public libraries; demonstrated competence in leadership, fiscal management, communication skills; and ability to relate well to staff, community leaders, and general public. MPA and knowledge of automation highly desirable.

Application deadline Dec. 19. Send resumes:

Barney J. Walczak, Director
Personnel and Employee Relations
7th Floor, City Hall
333 W. Ocean Blvd.
Long Beach, CA 90802

An equal-opportunity, affirmative-action employer.

Technical services librarian for public library of 115,000 vols. in service-oriented, sophisticated suburban community of 32,000, twice All-American City award winner. MLS, 3 yrs.' experience in technical services; computer knowledge desirable. $12,271–$16,394. Begin March 1. Send resume ASAP: Elizabeth Ohm, **Park Forest Public Library, 400 Lakewood Blvd., Park Forest, IL 60466.** An equal-opportunity employer.

STATE LIBRARY

Assistant state librarian. Immediate opening for deputy administrator of state library encompassing divisions of administration, library development, technical services, reference and loan, services to handicapped, institutional libraries, law and legislative reference. Specific responsibility for personnel administration, Federal programs, planning, and evaluation. Collection of 650,000 volumes, staff of 55. Administrative experience, appropriate qualities of leadership essential. ALA-accredited MLS and 8 yrs.' experience. Salary $16,960–$23,320. Entering salary negotiable. Contact: Avis M. Duckworth, State Librarian, **New Hampshire State Library, 20 Park St., Concord, NH 03301.** Equal-opportunity employer.

Library consultant position open for consultant to work with librarians, public officials, and trustees to coordinate and develop library service in southeastern area of Virginia. Must live and travel in southeastern area. Position requires ALA-accredited MLS + minimum 5 yrs.' progressive professional library experience, 2 of which must be administrative. Knowledge of automated systems desirable. Must have driver's license. Salary $15,000–$19,600. Contact: Personnel Manager, **Virginia State Library, Richmond, VA 23219.** An equal-opportunity, affirmative-action employer.

Classified ads not related to library employment appear on the last page of this issue.

(Continued from p. 656)
nine years ago we hailed the development of a standard for permanent and durable card stock for catalog cards. Today the catalog card is becoming archaic in research libraries.

Eight years ago, the very few cathode ray tube (CRT) terminals to be found in libraries were essentially experimental. Today even a small special library may have a CRT for cataloging and searching specialized data bases. Five years ago we had just begun to put catalogs on COM film. Today scores of COM catalogs exist in libraries and many more are in the offing.

At the rate the new electronic technologies are being applied in libraries, it is difficult to believe that 50 years from now, or even 25, there will be hundreds of libraries with heavily overlapping collections of microfilm or that today's methods of storing, retrieving, and displaying micro images will still be in use. How much more likely that information now commonly recorded on microform will be stored in electronic form in a few central locations to be accessed from any one of the countless online terminals—not necessarily like today's terminals—that will be in use. Already a large and experienced software and database company has announced a project which will make the content of major newspapers and popular journals available through a proprietary online database.[18]

Duplicates vs. Masters

Another consideration not to be overlooked when discussing film permanence is how preferable it would be for libraries to base long-term preservation on micropublishers' camera film and printing masters rather than on the duplicate distribution copies being "preserved" in many individual libraries. The advantages of letting micropublishers have the responsibility for preservation are these:

- The camera and print master films are better quality than the distribution copies;
- The micropublisher has a strong economic incentive to take the best possible care of his film archive;
- The micropublisher can better afford the kind of controlled environment required for archival storage.

On the other hand, a micropublisher might always go out of business and in the process do away with an archive. Also some micropublishers, usually the smaller ones, do not care properly for their master films despite the incentive to do so. As serious as these two threats are, it is questionable that having many institutions hold archival/use copies of each film produced is an efficient or effective way of countering them.

Recommendations

The problems brought to the surface by the proliferation of nonsilver film in libraries have convinced this writer that libraries must change their conceptions of microforms and the way they are kept and used. Toward this end, I recommend that:

- Most libraries abandon the delusion that their microform collections are permanent.
- Those libraries which feel they must keep at least some of their film for several hundred years review the standards for archival film and take steps to bring their microtext collections into conformance.
- The library community interact with micropublishers to work out procedures for insuring that the latter are producing camera and print master films which meet archival standards and are storing and handling them in accordance with the ANSI standard. *The importance of such an arrangement cannot be overstated, for it is the micropublisher's master film, not print film in library collections, which is true archival copy.*
- A carefully selected sample of micropublications from academic and research libraries be examined to determine how good the microfilm in existing collections is and how it is standing up to the kind of use and storage it is receiving.
- Means be developed for determining which are the better diazo and vesicular films for library use and for insuring that micropublishers use these particular nonsilver films in preference to others. (Information from recent tests made for the special ANSI task group on vesicular and diazo film, as well as from other tests made by or for film manufacturers, could greatly facilitate these objectives.)[19]
- The library community work with micropublishers and, when appropriate, film manufacturers to develop standard guarantees on the quality and permanence of the films they sell to libraries. □

Notes

1. "Kalvar and N.Y. Times reps meet with RTSD subcommittee spokesmen," *American Libraries*, 4 (June 1973), pp. 375-6.

2. "Comment and News," *Microform Review*, 2 (July 1973), p. 161.

3. "NIE Awards ERIC Contract," *American Libraries*, 5 (Oct. 1974), p. 467.

4. "Comment and News," *Microform Review*, 4 (Oct. 1975), p. 247.

5. Schwarzkopf, Leroy C., "The GPO Microform Program: Its History and Status," *Documents to the People*, 6 (July 1978), pp. 163-66.

6. Materazzi, Albert R., *Archival Stability of Microfilm—A Technical Review* (Technical Report No. 18), (Aug. 4, 1978), Quality Control and Technical Department, United States Government Printing Office, Washington, D.C.

7. Conversations with representatives of University Microfilms, Inc.

8. The applicable standards are ANSI PH 5.28-1976, ANSI PH 1.4-1973, ANSI PH 1.25-1976, ANSI PH 1.43-1976, and ANSI PH 4.8-1971.

9. Adelstein, Peter Z., "Dark Image Stability of Diazo Films," *Journal of Micrographics*, 11 (Sept. 1977), pp. 5-12.

10. Adelstein, Peter Z. and McCrea, James L., "Preservation of Microfilm," *Journal of Micrographics*, 11 (July 1978), pp. 333-7.

11. Ibid.

12. Ibid.

13. Montuori, Theodore R., "Lessons Learned from Agnes," *Journal of Micrographics*, 6 (Jan. 1973), pp. 133-6.

14. Dorfman, Harold H., "The Effect of Fungus on Silver Gelatin, Diazo and Vesicular Films," *Journal of Micrographics*, 11 (Mar. 1978), pp. 257-60.

15. Ibid., Adelstein, "Preservation of Microfilm," p. 336.

16. Ibid.

17. Ibid., Materazzi, pp. 10, 30.

18. "A Potentially Huge Database Operation Takes Shape as Mead Technology Readies Network Access to Newspaper and Magazine Files," *Database*, 1 (Sept. 1978), pp. 7-8, 68-9.

19. Ibid., Adelstein, "Preservation of Microfilm," p. 34.

On Spaulding's Diagnoses:

Some Second Opinions

Ed. note: The editors are aware that several members of ALA committees concerned with microform seriously question Mr. Spaulding's above opinions and his very conviction that such an article should be published at this time. Their written comments are invited. For this issue, however, AL *solicited only brief statements from a small but representative cross section of the microform world. A length of 300 words was recommended, but additional space was given to those who submitted longer commentaries.* —A.P.

Wait for Standards

Charles G. LaHood, Jr.
Chief, Photoduplication Section
Library of Congress

Is it true that "diazo and vesicular films are practically immune to damage from short-term exposure to water or high relative humidity?" How long is "short-term," and how high a relative humidity is "high"? Where is the Standard guiding us in this area? Spaulding would lead us to believe that the tolerances for diazo and vesicular films are substantially different from that of silver halide. In the area of storage, however, it should be noted that the same *American National Standard Practice for Storage of Processed Safety Photographic Film*, PH1.43-1976, governs all three types of films: silver halide, diazo, and vesicular.

In Table 1 of PH1.43-1976 (page 9), "Recommended Relative Humidity Range," which appears below, the Standard recommends a tolerance for diazo on cellulose ester or polyester base of 15-30 percent relative humidity; but note that for silver on polyester the tolerance is 30-50 percent. In other words, for long-term storage, the tolerance range for diazo on polyester is more exacting than the requirements for silver halide on either polyester or cellulose ester.

The recommended storage temperature for all three types of film is "not to exceed 21°C (70°F)." For added protection however, the Standard (page 9) recommends lower temperature storage for "all films."

Table 1

Recommended Relative Humidity Range

Sensitive Layer	Base Type	Recommended Relative Humidity Range (percent)
Microfilm:		
Silver-gelatin	Cellulose ester	15–40
Silver-gelatin	Polyester	30–40
General:		
Silver-gelatin	Cellulose ester	15–50
Silver-gelatin	Polyester	30–50
Color	Cellulose ester	15–30
Color	Polyester	25–30
Diazo	Cellulose ester, polyester	15–30
Vesicular	Polyester	15–50

From the *American National Standard Practice for Storage of Processed Safety Photographic Film*, PH1.43-1976, p. 9.

In "Preservation of Microfilm" (*Journal of Micrographics*, July/Aug. 1978, pp. 333–37), Peter Adelstein reports that "different film types (i.e., silver gelatin, diazo, or vesicular) all react differently to non-recommended storage conditions. For example, silver-gelatin films are generally most sensitive to high humidities, diazo films to light, and vesicular films to elevated temperature. Adelstein goes on to explain the potential problems encountered with each type of film-base degradation—image fading, or discoloration, image stability, and the need for proper storage of all three types of film.

In concluding these brief remarks, I would note that the ANSI PH-1 Task Force is now working on draft *American National Standard Specifications for Stability of Ammonia Processed Diazo Photographic Film*, PH1.60. Spaulding, although understandably impatient for results, should advise librarians to await the adoption of the Diazo Standard, so that we can best determine whether diazo is indeed a "better buy" for our long-term information needs.

As for vesicular film, except for manifestly short-term requirements, again, I would await the adoption of the ANSI Standard for guidance on long-term preservation. □

Tide Is Turning

J. J. Fitzsimmons
President
University Microfilms International

Carl Spaulding's article brings a worthwhile message to *American Libraries* readers, as the advantages and disadvantages of silver-gelatin and nonsilver emulsions have not been pointed out so clearly before by leaders in the library community. In fact, the use of nonsilver films has been discouraged to such an extent that, until recently, librarians who have been most involved with standards for libraries have been least ready to listen to suggestions that nonsilvers were as suitable as silver-gelatin film for most library uses.

The tide is now turning. We are pleased, not because we are prepared at the moment to furnish either diazo or vesicular films, but because the use of such films would benefit the libraries economically, with no real loss of usefulness. Our own tests of nonsilver films have been encouraging, as the Autumn 1978 issue of the *UMI Newsletter* testifies,* and we are investigating the possibility of offering both silver and nonsilver use copies for many of our products.

University Microfilms International will be pleased to cooperate with librarians in working out procedures for insuring that films produced commercially and films now being stored by micropublishers meet library and ANSI standards, as Mr. Spaulding has suggested. An examination of a reasonable number of stored films is not being done on any large scale, so far as we know, and might prove to be of value to both libraries and micropublishers. □

*Available from UMI, 300 N. Zeeb Rd., Ann Arbor, MI 48106.

Antidote to Nostalgia

Don M. Avedon
Vice president, research and development
Microfilming Corporation of America

The majority of MCA's subscribers have accepted vesicular film as the libraries' working copy.

When Spaulding says, "most libraries (should) abandon the delusion that their microform collections are permanent," it is inevitable that some hearts will be tugged back a bit in the direction of "archivally certified" silver halide film. The antidote to this nostalgia is to recount all the reasons Spaulding has given why even silver halide film is not archivally certified for ordinary library use. But, perhaps more importantly, one should point out that working copies of microfilm as disseminated to libraries will stand up to long-term use equal to the best rag-paper books. Bindings will probably break and pages be torn long before there is any significant damage to microfilm working copies.

What it all boils down to is the continued technological advancements in all fields, including micrographics, the world is going through, and the usual resistance to change. The development of nonsilver photography is a benefit to micropublishing, and in time librarians will learn to take advantage of this new development.

We welcome the dialogue that Spaulding calls for between micropublishers and librarians and appreciate the reasonable basis he has provided for such an interchange. □

Librarians' Responsibility

Nancy M. Cline
Head, Documents Section, and associate librarian
Pennsylvania State University Libraries

The statement by Carl Spaulding is certainly provocative and will arouse many of the librarians who have remained neutral on the issue of silver vs. nonsilver film types. Now is the time for a reassessment—not the time for polarization within ALA.

From my perspective as a documents librarian, the future holds significant promise for information in microformat, and I think the profession agrees that microforms are already the answer for many of our collection needs. We must acknowledge, too, that times have changed since many libraries acquired large collections of microforms primarily for the storage of little-used materials or specific research needs. Now, microforms are being *used* more than ever before. In many instances, libraries are acquiring current serials, statistical releases, research reports, and translations in microform which are used within several months of their acquisition. We must assess our microforms not only as a permanent storage medium, but as a medium which will withstand user handling.

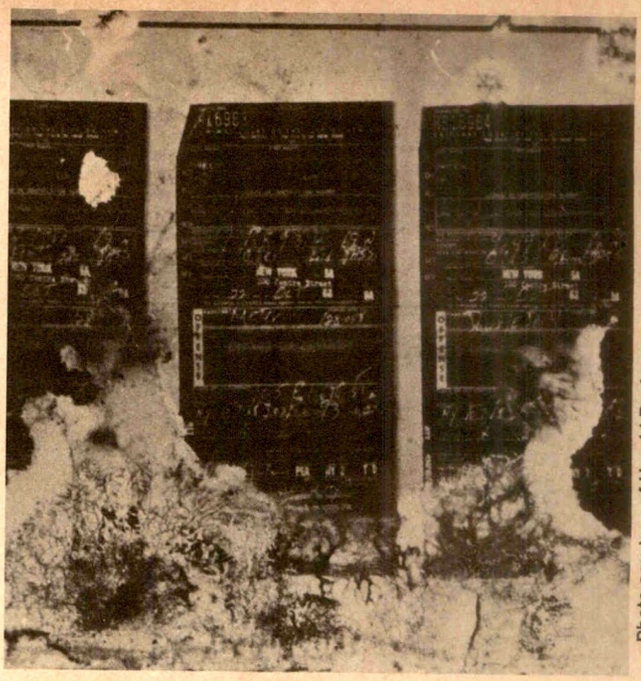

Photo courtesy of Harold Dorfman

When fungus attacks silver halide film, it literally eats the gelatin emulsion, destroying the images it contains.

The economic impact of requiring silver film will be of continuing importance to libraries. Photographic silver is in limited supply, and the costs will continue to spiral. Micropublishers themselves admit to this major problem and are attempting to analyze their markets in terms of nonsilver film products. A simple mathematical equation tells us libraries can afford *more* resources if those resources can be obtained at lower prices! How frequently do most libraries purchase a leatherbound limited edition when their need is for the informational content and a lower-priced edition is available? Do we not have a responsibility toward our clientele and our administration to purchase wisely?

A comparable situation existed with the GPO's micropublishing program, in which the Public Printer is charged with producing and disseminating a large quantity of information in the most economic way feasible. A large number of libraries requested silver halide fiche from the program, but the Public Printer indicated that the expense of silver conflicted with GPO's need to reduce the costs of providing documents to the depository program.

As librarians, we must make our needs known to the micropublishers and the manufacturers of viewing and storage equipment—but we must be careful not to overlook new developments. The efforts of ALA in advising libraries to accept only microform products for which standards of archival quality exist should not be scorned. Indeed, at the time of this recommendation there was need for some definition and guidance. However, we are now faced with economic pressures and mounting evidence that silver is not the only suitable medium for library applications—that it is not advisable under some conditions of storage and use. If, for instance, a library's document collection is in a facility without air conditioning, if temperature ranges between 70 and 90° F, humidity frequently reaches 80 percent during six months of the year, dust abounds, and the heaviest use of the document microforms is within the first two years of receipt, can one

wisely recommend that these microforms must be of silver archival quality?

We are in the best position to evaluate the needs of our own libraries, and we should not wait until external pressures, economic or otherwise, relieve us of the right to make sound decisions affecting our collections and services. We should carefully review the alternatives and, when necessary, put pressure on others in the information society to perform their roles. Why is it taking so long to produce any standards for nonsilver film products? Has the microform industry been slow in its R&D efforts because librarians have said "only silver?" Is the industry putting its best efforts into microform products for other applications and bypassing libraries?

Let us urge the completion of standards for nonsilver film types, encourage the development of microform products that will meet our needs for durability and reasonable performance, and encourage manufacturers to look at the applications being made in libraries and consider our future needs.

"Permanence" Not Permanently Valid

In our concern for performance, are we overlooking the changing role of libraries in our society? Will we be too attached to "permanence" to accept electronic information transmission that may have no hard copy affiliation at all? There are situations in which archival permanence is indeed required; but for many library applications, should we not be more concerned with acquiring the *information* needed by our users and think in terms of its most reasonable retention? How many libraries refuse to buy a certain set of books just because its pages are of poor quality paper? In most instances, the value of the information overrides our disgust with the poor paper or the bindings that will break upon use. At best, libraries recognize certain publishers who produce poor quality books and will avoid purchasing from them. Do we not have a somewhat similar situation with microforms? We must make micropublishers aware of the need for a medium that ensures reasonable permanence. If it can be provided in nonsilver film types, defined by standards, then let us move to accept these.

Bear in mind, too, that microform collections may someday be weeded, just as some libraries weed their book collections. We have in recent years considered microforms as the ultimate storage format and the answer to libraries' space problems; but as microforms collections grow, they, too, will be presenting their own space management problems for libraries. Is it worthwhile for libraries to build microform *storage* rooms, and to have active *and* inactive micro collections? Might it be more reasonable, if one's use of certain microforms is quite minimal, to simply secure reproduction copies on demand from a regional or national facility or a publisher who supplies such a service? When one considers the ease of reproduction, especially with microfiche, it seems quite likely that many libraries will hold their microform collections a limited time, perhaps 15 to 50 years, until space problems force weeding.

The issue of silver and nonsilver microforms is an important one, and the profession must pull together constructively. Those who worked to develop ALA's present position recommending that libraries purchase only silver films performed a valuable task; but we cannot stop there. We must be careful not to define one position as totally right or totally wrong. Now is the time to push hard for the completion of standards for other film types before economic problems push libraries into accepting numerous microform materials for which no standards exist.

Now is also the time for the production of guidelines for storage and handling of all film types presently in use. What are the problems of interfiling diazo and silver, vesicular and silver, diazo and vesicular? How can we successfully care for the microforms now in our libraries and at the same time plan for those we will receive in the future?

Let us openly discuss the issues and move forward promptly, beginning with an assessment of the recommendations of the Spaulding paper. It may be hard to break old habits, but it is certainly not the first time librarians have been called upon to face changes. □

ALA Stance Still Valid

E. Dale Cluff
Chair, Reproduction of Library Materials Section
Resources and Technical Services Division, ALA

Though Spaulding's article introduces little new information regarding this long debated issue, it does give a concise historical perspective and nicely summarizes the arguments on both sides.

I admire Spaulding for his courage in raising these questions and for his open and frank discussion of this controversial topic. Because the problem is so multifaceted and complex, the reader may wish to watch for comments from others which are sure to follow in these pages.

Since Spaulding calls into question the joint statement of the ALA/RTSD/RLMS Standards Committee and the RS (Resources Section) Micropublishing Committee, I think it important to clarify the intent of the recommendation, which in my estimation is still valid and important: It might be better to purchase a known quantity rather than an unknown if permanence is important. We know more characteristics and capabilities of silver halide than those of diazo and vesicular microform. □

Thousand-Year Film

O. James Cope
Vice president, research and development
Xidex

Carl Spaulding should be applauded for a very well balanced article on the relative merits and problems of silver, diazo, and vesicular films. In particular, the issue of storage conditions as it relates to so-called archivality has been put into perspective.

Manufacturers of diazo and vesicular film have had the difficult problem of proving to everyone's satisfaction that diazo and vesicular films are indeed suitable for long-term storage.

The past use of silver as a standard has often produced an impregnable cyclical argument which seemed to reduce ad absurdum to:

- Silver film by definition is archival;
- Nonsilver film cannot be tested for "archivality" by the same tests used for silver;
- Therefore, nonsilver cannot be judged archival.

The final position of some silver-film protagonists has been to point to the existence of the silver images of the Matthew Brady era as though this were the ultimate proof for the archivality of all silver microfilm.

I would offer a few generalizations about current commercial diazo and vesicular microfilms. Vesicular film imagery should last indefinitely if stored below the glass transition [that is, "softening"] temperature of the vesiculated image layer. A safe level certainly prevails in archival storage conditions—and, in fact, in all ambient temperatures where human beings would be expected to survive for more than a transitory period. Indefinitely would mean here thousands of years rather than merely hundreds of years. The high temperatures referred to by Carl Spaulding where rapid image loss can occur are, in fact, above about 170°F. Most viewers have film plane temperatures below 120°F.

Diazo films have a more variable performance depending on the individual formulation. In general, they have the potential for providing stable imagery over a period of hundreds of years, but this relative stability would need to be tested for with each diazo film product. Suitable tests are being generated by the ANSI task group to this end. The light stability (i.e., potential viewer fade) of diazo films also varies considerably, and, in general, black or sepia imagery can be expected to be more stable than blue imagery. □

The Premium Choice

James B. Adler
President
Congressional Information Service, Inc.

I do not agree with every point Carl Spaulding makes, but I do agree with all his recommendations.

I do not think the battle over nonsilver film has been "lost." Many micropublishers, CIS among them, have not switched to nonsilver films.

Micropublishers who have switched have often had sensible reasons for doing so. Many of the collections they sell (including the ones Carl gives as examples) are purchased by a large number of customers whose need for them is either: a) short-term, in which case the premium cost of silver is not justified; or b) so intensive that the sturdiest microform (more pertinently, microfilm) would wear out before reaching the end of its expected lifetime. Moreover, as Carl states, some libraries have undoubtedly paid a premium price for silver unnecessarily. Nonetheless, silver film—particularly for microfiche—should remain the medium of choice for most library purposes for quite a while longer.

We supply our customers silver microfiche exclusively (with the exception of our "Documents on Demand" service, which is offered in diazo or silver). We do this for a number of reasons.

First, we have found that our microfiche, unlike reel films, are not susceptible to much wear and tear in ordinary use. Any damage they do receive (as a result of mistreatment) usually affects only a few fiche at a time rather than the extensive contents of a whole reel. Durability has simply not been a problem for us or our customers.

Second, although many of the fiche we sell are probably stored under less than ideal conditions, we have yet to receive a claim or complaint resulting from water damage, fungus or biological attack, or other storage-related problems unique to silver films. We believe the average storage conditions in the libraries buying our fiche are adequate for long-term storage, despite their shortcomings from an archival standpoint. We feel that in any given set of storage conditions, the lifetime of silver film can be more safely predicted than the lifetime of its nonsilver counterpart. (I know that predictions for silver films are necessarily estimates based on imperfect data, but the predictions for nonsilver film—including the most recent tests I am aware of—are based on even less perfect data.)

Because the accumulated knowledge that we, our film suppliers, and many of our customers share concerning silver film is so much greater than our knowledge of the behavior and characteristics of nonsilver films, we feel silver offers much greater protection from unforeseen crises (such as the one concerning the nonsilver film that Carl cites at the beginning of his paper) than any of the nonsilver alternatives.

Third, although silver is a precious metal and the cost of silver film may rise to an unacceptable point in the future, so far we have been able to absorb this difference in cost. Our prices per fiche are somewhat lower than those of most other publishers of silver fiche.

Thus, although silver may not be the ideal or perfect medium, we believe it remains the premium or preferred choice for our particular microform products at this time and probably for a good many years to come.

Our Adaptability

Of course, the situation may change. New evidence may develop which clearly favors a particular nonsilver film (at least for the purposes of a significant number of our users). Silver film costs may rise unacceptably. Or many of our customers may demand a nonsilver film for reasons of their own, which may or may not be related to cost.

If CIS does offer nonsilver microfiche for its subscription collections, we will very probably continue to offer silver to those who want it (possibly at a cost premium), and we will continue to back all our products with a comprehensive replacement policy that gives positive assurance concerning the preservation of our silver masters and their unqualified availability for the reproduction of duplicates.

For, as Carl concludes, the most important archive—and perhaps the only one of absolute importance—is the one that contains an early-generation master from which additional duplicates can be made. We consider it our responsibility as a micropublisher to maintain files of archivally produced masters under archival storage conditions which few, if any, libraries can duplicate. Whether the distribution duplicates are on silver or nonsilver film, the long-range necessity for such archival storage of masters remains. □

1979 ALA MIDWINTER MEETING

January 7-12, Washington, D.C.

ALA Council Meetings

Monday, Jan. 8, 8 a.m.–12 noon
Tuesday, Jan. 9, 9–11 a.m.
Wednesday, Jan. 10, 9–11 a.m.
Thursday, Jan. 11, 2–6 p.m.
Presiding: Russell Shank, president, and Thomas J. Galvin, president-elect
Secretary of the Council: Robert Wedgeworth, executive director
Parliamentarian: Russell F. Anderson

Tentative Agenda

Tuesday

Adoption of the Rules (*action*)–Russell Shank
Establishment of the Agenda (*action*) (New items may be introduced here) –Russell Shank
Approval of Minutes of 1978 Annual Conference Council Session (*action*) –Russell Shank
Constitution and Bylaws Committee Report (*information and/or action*)–Carolyn Forsman, ch.
Council Committee on Committees Report: Nominations for Executive Board Election (*action*)–Thomas J. Galvin, ch.
Appointment of Tellers for the Executive Board Election–Russell Shank
Announcement of Committee on Appointments/Executive Board Appointments to 1979–80 ALA Nominating Committee (*information*)–Thomas J. Galvin, ch., Appointments Committee
ALA Nominating Committee Report (*information*)–Spencer Shaw, mem.
Old Business: Follow-up information report on Implementation of Annual Conference Council Meeting Resolutions (*information, in writing*)–Robert Wedgeworth, Secretary of the Council
Executive Board-COPES Report on 1977–78 Council Accountability Resolution (*action*)
President's Report–Russell Shank; Executive Director's Report–Robert Wedgeworth

Wednesday

Treasurer's Report–William Chait
Freedom to Read Foundation Report (*information, in writing*)–Charles Churchwell, ch.
Accreditation Committee Annual Report (*information, in writing*) – Charles Churchwell, chairperson
Equal Access to Information Ad Hoc Committee Report (*action*)–Allen Kent, ch.

Thursday

Legislation Committee Report (*action*) –Ella Gaines Yates, ch.
Organization Committee Report (*action*) –Arthur Curley, ch.
Intellectual Freedom Committee Report (*action*)–Frances Dean, ch.
Affiliation Matters–Robert Wedgeworth, Secretary of the Council
Tellers' Report (Executive Board Election) (*information*)–ch.

Rules for Council Meetings

Suggested rules for governing the conduct of Council will be printed in the *Midwinter Meeting Program* to be distributed at the meeting. Guidelines for preparing resolutions to come before Council will also be included.

Council Orientation and Information Meeting with ALA Executive Board

Council orientation will be held on Monday, Jan. 8, beginning at 8 a.m. An information meeting with the Executive Board will follow at approximately 9:30 a.m.; the Council's docket will be reviewed, and answers to questions concerning Executive Board actions will be given. Continental breakfast will be available for purchase at the orientation session.

Council Suite

A suite in the Sheraton-Park Hotel will be available for use by the Council members on days and hours to be posted.

Hotel Reservations

The October issue of *American Libraries* carries hotel and general information on the Midwinter Meeting. Reservations are still being accepted and conferees are urged to use the sample form shown on p. 522 of that issue. Tear it out or duplicate it, put it in a stamped envelope, and send directly to the Conference Housing Office, ALA Midwinter Meeting, Jan. 7–12, 1979, 1129 20th St.,

Come See LC

The Library of Congress plans a variety of activities in connection with ALA Midwinter. LC invites all conferees to a reception in the Great Hall, Sunday evening, Jan. 7. A Midwinter Reception Center will operate all week in the Library's Whittall Pavilion, offering tours, exhibits, publications, and computer demonstrations. At the LC Suite, Sheraton-Park Hotel, staff will be available to answer questions throughout the conference. Details on all LC activities will be available at the registration area in the Sheraton-Park. Another view of the Great Hall appears on this month's cover.

N.W.–Suite 200, Washington, DC 20036.

President's Program

The President's Program will be held Wednesday, Jan. 10, at 8 p.m. Details will appear in the *Midwinter Meeting Program*.

Exhibits

Participation in the 1979 Midwinter exhibits by 100 companies includes products and/or services such as publishing, book wholesalers, microform suppliers, furniture manufacturers, library security systems, cataloging services, information retrieval, publications, subscriptions, and reproduction equipment. The exhibits will be located in Exhibition Hall #2 in the Sheraton-Park Hotel. They will be formally opened on Monday, Jan. 8, at 4 p.m. Exhibit hours for the week are: Monday, 4–7 p.m.; Tuesday and Wednesday, Jan. 9 and 10, 11 a.m.–5 p.m.; and Thursday, Jan. 11, 11 a.m.–2 p.m.

Membership, Subscription, and Order Services

Personnel from the ALA Membership, Subscription, and Order Services will be on duty in the registration area to handle any questions or problems concerning memberships and subscriptions. Please bring along related correspondence, purchase orders, etc.

Newbery-Caldecott Awards

The Newbery and Caldecott Award winners for the most distinguished children's books published in 1978 will be announced on Thursday, Jan. 11, 4:30–5:30 p.m. Room location will be given in the *Midwinter Meeting Program*.

Placement

The District of Columbia Department of Labor is cooperating with the ALA in providing a placement service at the Midwinter Meeting. The Placement Center will be located in Exhibition Hall #3 of the Sheraton-Park Hotel. Placement Center hours will be as follows: Monday, Jan. 8, 12 noon–4:30 p.m.; Tuesday and Wednesday, Jan. 9 and 10, 9 a.m.–4:30 p.m.; and Thursday, Jan. 11, 9 a.m.–2 p.m.

Advance registration forms must be received by Dec. 29. Please request placement forms (indicate whether applicant or employer) from the ALA Office for Library Personnel Resources, 50 E. Huron St., Chicago, IL 60611.

Applications may also be submitted at the meeting and information on registering for placement service prior to the Monday opening will be available in the ALA registration area located in the Sheraton-Park Hotel.

Shuttle Bus Service

Free shuttle bus service will be provided between the Washington Hilton, Shoreham Americana, and Sheraton-Park hotels.

Legislative Programs

The Legislation Committee and Legislation Assembly are sponsoring several programs on legislative concerns at Midwinter. A legislative workshop set for Sunday, Jan. 7, 2–5:30 p.m., covers state legislative activity; participation is by invitation. On Monday, Jan. 8, from 2–4 p.m., a legislative information meeting to update information on legislation, grants, etc., will be held. And a meeting with Copyright Office representatives to obtain input from librarians for use in the five-year review of the new law is scheduled for Tuesday, Jan. 9, 8–10 p.m.

Candidates Interviewed

AASL, ALSC, and YASD will have a joint meeting to interview Alice Ihrig and Peggy Sullivan, the two candidates for ALA president, on Monday, Jan. 8, from 8–10 p.m. The meeting is open; Anna Mary Lowrey, AASL pres., will preside.

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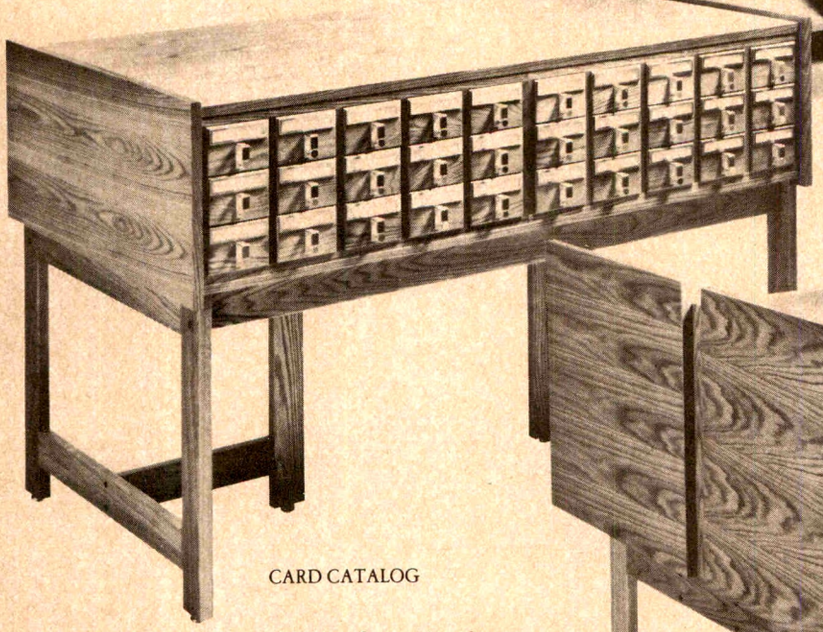

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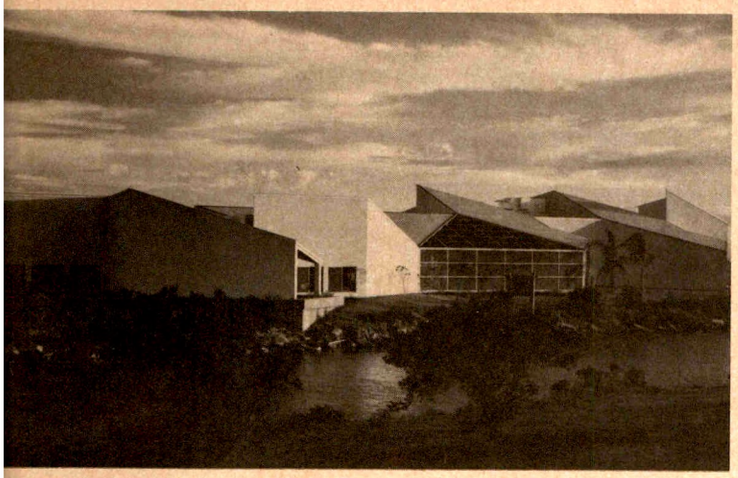
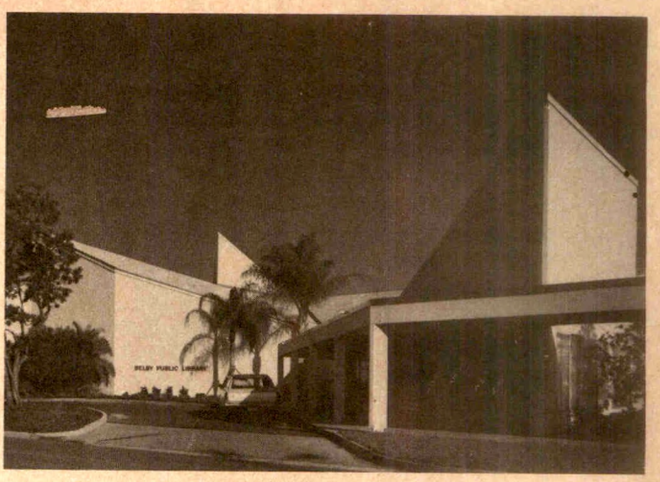




Selby Library on the Bay

On the bay in Sarasota, Fla., is the site of the Selby Public Library, one of the merit award winners in the 1978 Library Buildings Award Program sponsored by ALA's Library Administration and Management Association and the American Institute of Architects.

The library's design emphasizes a "living-room" scale in all reader areas. This concept stresses comfort and places the reading areas along the perimeter of the building to provide a visual link to the outdoors. These spaces are highlighted by various colors and types of seating.

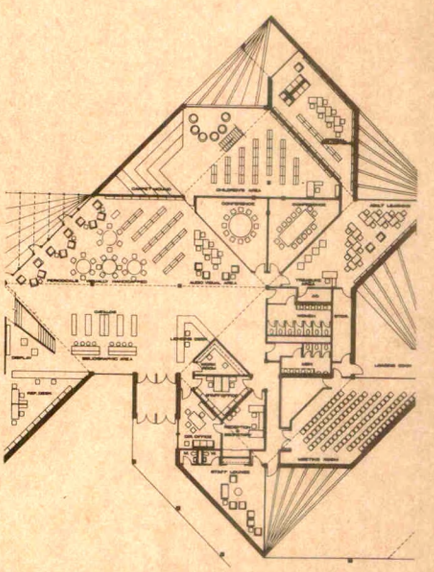
With energy conservation in mind, architects planned for shaded, operable windows and moderate levels of illumination, which includes local, switched task lighting.

Designed by Skidmore, Owings & Merrill of Chicago, with West & Conyers of Sarasota as consulting architects, the 29,950-sq.-ft. building was constructed in 1976. The exterior is stucco on load-bearing masonry and has white-tile, sloped roofs. The interior employs gypsum drywall, acoustical tile, and exposed ceiling construction.

The facility contains open stack areas for 200,000 volumes, seating for 150 persons, an outdoor reading area, children's area, special collections and adult learning spaces, an audiovisual center, an area for the visually handicapped, staff offices, conference rooms, and a community room that can be used even when the library is closed.

The $1.8 million library is part of the city's cultural center by the bay. □

Photos by Jim Hedrich



Partial detail of main level; stacks, reader areas located to left of reference desk.

AMERICAN LIBRARIES DATEBOOK

Additional listings for months below may appear in previous Datebook columns.

Note: Entries pertaining to continuing education are compiled by Sandra Raeside of the ALA Office for Library Personnel Resources.

December

4-6: *Microforms for Libraries,* U. Denver/GSL. Fee: $99 per quar. hr.; 2 quar. hrs. Admissions office, UD/GSL (Colorado Seminary), Denver 80208 (303-753-2557).

10-15: *Fund Raising for Libraries,* U. Denver/GSL. Fee: $210. Admissions Office, UD/GSL (Colorado Seminary), Denver 80208 (303-753-2557).

11-15: *Library Services for the Handicapped,* U. Denver/GSL. Fee: $99 per quar. hr.; 2 quar. hrs. Admissions Office, UD/GSL (Colorado Seminary), Denver 80208 (303-753-2557).

11-15: *The Publishing World: An Overview,* U. Denver/GSL. Fee: $99 per quar. hr.; 2 quar. hrs. Instr., Frederick Praeger, Pres. Westview Press. Admissions Office, UD/GSL (Colorado Seminary), Denver 80208 (303-753-2557).

January

3-Feb. 5: *Data Retrieval for Minority Group Needs,* Minicourse, W. Mich. U./SL, Kalamazoo. Fee: Mich. resident $34.50/cr. hr.; nonres. $77.75/cr. hr. *Register by Jan. 2.* Regis. Office, WMU, Kalamazoo 49008 (616-383-1914).

4-Feb. 1: *On-Line Searching of Data Bases,* Minicourse, W. Mich. U./SL, Kalamazoo. Fee: Mich. residents $34.50/cr. hr.; nonres. $77.75/cr. hr.; 1 cr. (Thurs. 6-8:45 p.m.)

Pre-White House Conferences

For more details on the conferences listed below, contact the chief officer of your state or territorial library agency.

More complete information on August–December conferences appears under appropriate date in June–November "Datebook" columns. To facilitate access, see "Keyword Index" under state.

December: Connecticut, N. Mariana Is., Trust Territory.

January: Alabama.

February: Alaska, Mississippi.

March: California, Iowa, Kansas, Kentucky, Michigan, Nebraska, South Carolina, Virginia.

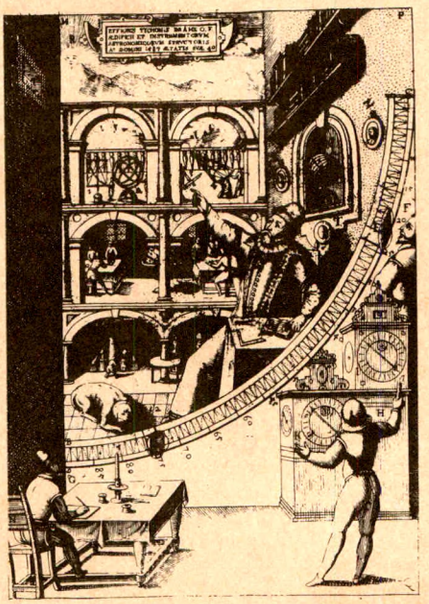
April: Colorado, Maine, New Jersey, Puerto Rico, Rhode Island, Utah, Vermont, Washington, Wyoming.

South Dakota has not yet determined if it will hold a pre-WHCLIS meeting.

Register by Jan. 2. Regis. Office, WMU, Kalamazoo 49008 (616-383-1914).

9-Feb. 6: *Techniques of Hand Bookbinding,* Minicourse, W. Mich. U./SL, Kalamazoo. Fee: Mich. resident $34.50/cr. hr.; nonres. $77.75/cr. hr. *Regis. by Jan. 2.* Regis. Office, WMU, Kalamazoo 49008 (616-383-1914).

18-20: *Library Budgeting and Management,* Lab. Inst. of Merchandising, 12 E. 53rd St., NYC. Spons., Pratt Inst./GSLIS. 1 CEU. R. Garoogian, Asst. Dean, Pratt Inst./GLSIS, 215 Ryerson St., Brooklyn 11205 (212-636-3704).



This Tycho Brahe classic, *along with a hundred other landmark works from Galileo to Benjamin Franklin, is on display through January in the John Crerar Library's "Science Through the Ages" exhibit at the Chicago Cultural Center. Showing the 17th-century Danish astronomer in his observatory, the drawing is from a 1602 first edition of* Astronomiae Instauratae Mechanica.

February

3-March 3: *Library Programming for the Handicapped Child,* Minicourse, W. Mich. U./SL, Kalamazoo. Fee: Mich. resident $34.50/cr. hr.; nonres. $77.75/cr. hr. *Regis. by Jan. 2.* Regis. Office, WMU, Kalamazoo 49008 (616-383-1914).

7-March 14: *Political and Legal Concerns of Chicanos,* Minicourse, W. Mich. U./SL, Kalamazoo. Fee: Mich. resident $34.50/cr. hr.; nonres. $77.75/cr. hr. *Register by Jan. 2.* Regis. Office, WMU, Kalamazoo 49008 (616-383-1914).

7-March 14: *Copyright and Libraries,* Minicourse, W. Mich. U./SL, Kalamazoo. Fee: Mich. resident $34.50/cr. hr.; nonres. $77.75/cr. hr. *Regis. by Jan. 2.* Regis. Office, WMU, Kalamazoo 49008 (616-383-1914).

8-March 15: *On-Line Searching of Data Bases* (see Jan. 4-Feb. 1).

19: *Data-Base Use in Libraries—Now and in the Future,* St. John's U./DLIS, Jamaica, N.Y. Bro. E. Corry, SJU/DLIS, Jamaica 11439 (212-969-8000).

19-May 17: *On-Line Terminal Searching and Services,* Lab. Inst. of Merchandising, 12 E. 53rd St., NYC. Spons., Pratt Inst./GSLIS. Thurs. eves. R. Garoogian, Asst. Dean, Pratt Inst./GSLIS, 215 Ryerson St., Brooklyn 11205 (212-636-3468, 3416).

March

2-April 19: *On-Line Searching of Data Bases* (see Jan. 4-Feb. 1).

4-7: Alaska LA Annual Conf., Anchorage Westward Hotel. B. Weston, Mt. View Branch L., 120 S. Bragaw St., Anchorage 99504 (907-276-0543).

8-10: Illinois Assn. for Media in Ed. Spring Conf., Peoria Hilton. Spkrs.: John H. Faulk, author *Fear on Trial;* and David Bender, School Media Services, Md. Dept. of Ed. R. Bouma, 1240 S. Oakland, Villa Park, IL.

17: *Storytelling for Children: The Southern Tradition,* James Madison U./DLSEM, Harrisonburg, Va. Judith Blankenburg, JMU/DLSEM, Harrisonburg 22807 (703-433-6302).

18-20: Kentucky Governor's Conf. on Libraries and Info. Services, Hyatt Regency, Lexington. Observers welcome. B. Pospisil, KGCLIS, Kentucky State L., POB 537, Frankfort 40602 (502-564-7910).

19-April 18: *Materials and Services for Chicanos,* Minicourse, W. Mich. U./SL, Kalamazoo. Fee: Mich. resident $34.50/cr. hr.; nonres. $77.75/cr. hr. *Register by Jan. 2.* Regis. Office, WMU, Kalamazoo 49008 (616-383-1914).

21-April 18: *Micrographics,* Minicourse, W. Mich. U./SL, Kalamazoo. Fee: Mich. resident $34.50/cr. hr.; nonres. $77.75/cr. hr. *Regis. by Jan. 2.* Regis. Office, WMU, Kalamazoo 49008 (616-383-1914).

22-23: *2nd Annual Southeastern Conference on Approaches to Bibliographic Instruction.* Spons., the Robert Scott Small L. of the Col. of Charleston. To propose papers for panel on "L. Instruction in the Academic Curriculum: Isolation or Integration?" send 300-word abstract *by Dec., 1, 1978* to C. Oberman-Soroka, Robert Scott Small Library, Col. of Charleston, Charleston, SC 29401.

23-24, April 7: *On-Line with Lockheed's DIALOG System,* Minicourse, Univ. Consortium Center, 104 Division Ave., N., Grand Rapids, Mich. Spons., W. Mich. U./SL. Fee: Mich. residents $43/cr. hr.;

nonres. $86.25/cr. hr. WMU/SL, Kalamazoo 49008 (616-383-1849) or Univ. Cons. Ctr., Grand Rapids (616-459-7123).

26-28: Michigan Governor's Conf. on Libraries and Info. Services, Lansing Civic Ctr. Spkrs., Alice Ihrig and Heywood Hale Broun of CBS. Observers welcome. E. Lindsey, liaison to WHCLIS, Mich. State L., POB 30007, Lansing 48909 (517-373-1574).

27-29: Iowa Governor's Conf. on Libraries and Info. Services, Savery Hotel, Des Moines. Observers welcome but space limited. B. Porter, Iowa State L. Commission, Historical Bldg., Des Moines 50319 (515-281-4105).

28: *Regional & Local Library Cooperation,* Donnell L. Ctr. Auditorium, 20 W. 53rd St., NYC. Spons., N.Y. Metropolitan Reference & Research L. (METRO). Spkr., John M. Cory. A. Babich, METRO, 11 W. 40th St., NYC 10018 (212-398-0290). (Other tech. srvcs. programs: Nov. 22, Feb. 28, Ap. 25.)

29-31: Virginia Governor's Conf. on Libraries and Info. Services, Hyatt House, Richmond. Observers welcome but space limited (write for eligibility). S. Shook, VGCLIS, Va. State L., Richmond 23219 (804-786-1489).

29-31: Nebraska Pre-White House Conference, The Nebraska Center for Continuing Education, 33rd and Holdrege, Lincoln. Observers welcome but space limited. Charlotte Lewis, Nebraska L. Commission, 1420 P St., Lincoln 68508 (402-471-2045).

MAJOR DATES

ALA Annual Conference
Dallas — June 24–30, 1979
New York — June 29–July 5, 1980

ALA Midwinter
Washington, D.C. — Jan. 7–12, 1979
Chicago — Jan. 20–26, 1980

Executive Board
Spring Meeting — May 2–3, 1979

Children's Book Week
Nov. 12–18, 1979

National Library Week — Ap. 1–7, 1979

White House Conf. on Library and Info. Services — Oct. 28–Nov. 2, 1979

April

4-7: Texas LA Annual Conf., Convention Ctr., San Antonio. Among spkrs. are Carol Nemeyer & Hughes Rudd. M. D. Morgan, Jr., Incarnate Word Col., 4301 Broadway, San Antonio 78209 (512-828-1261).

11-13: Alabama LA Annual Mtg., Governor's House, Montgomery. R. Waldrop, U. Alabama, University 35486 (205-348-4610).

19-21: Oregon LA Annual Conf., Jantzen Beach Red Lion, Portland. K. Grasing, Oregon State L., Salem 97310.

22-25: *The Role of the Library in an Electronic Society,* U. Illinois/GSLS, Urbana. Annual Clinic L. Applications of Data Processing. E. Kalb, Continuing Ed., 116 Illini Hall/UI, Urbana 61801 (217-333-2881).

25: *AACR 2,* Donnell L. Ctr. Auditorium, 20 W. 53rd St., NYC. Spons., N.Y. Metropolitan Reference & Research L. (METRO). Spkr., Benjamin Tucker. A. Babich, METRO, 11 W. 40th St., NYC 10018 (212-398-0290). (Other tech. srvcs. programs: Nov. 22, Feb. 28, March 28.)

26-28: Tennessee LA Annual Conf., Opryland Hotel, Nashville. B. Nance, TLA, POB 12085, Nashville 37212 (615-297-8316).

29-May 2: Nat. Info. Conf. & Expo., Sheraton-Park Hotel, Washington, D.C. Spons., NICE (a pub. service of the Info. Industry Assn.) Fee: full regis. $100 IIA or PRIM mems., or $125 nonmems.; daily regis. $40 to mems., $50 nonmems. Preconf.: Becoming an Info. Manager: A Primer. NICE Hq., 4720 Montgomery Lane, Suite 904, Bethesda, MD 20014.

30-May 4: *Consulting Skills for State Library Personnel,* U. Pittsburgh. Spons., U. Pittsburgh/GSLIS, USOE, & NCLIS. Sara Fine, U. Pittsburgh/GSLIS 15260 (412-624-5234).

May

3-5: Montana LA Annual Conf., Bozeman. L. Thompson, Ref. Dept., Montana State U., Bozeman 59715.

6-18: 14th Annual Library Administrators Development Program, U. Maryland Donaldson Brown Ct., Port Deposit, Md. E. Knight, UM/CLIS, College Park, MD 20742.

14-18: *Consulting Skills for State Library Personnel,* Texas Women's U., Denton, Tex. (see April 30-May 4).

17-18: *Federal Information: Policies and Access,* Washington, D.C. Spons., American U., Washington, D.C. M. Beard, Col. of Public Affairs, AU, Mass. and Neb. Aves., N.W. 20016 (202-686-2513).

European Seminar Details Online Riches

A series of seminars relating online bibliographic databases to nonbibliographic databases will be launched in Europe this month by Cuadra Associates. The seminars will begin in London prior to the 2nd International Online Information Meeting, Dec. 5–7.

Carlos Cuadra, president of the newly formed company, recently announced the firm will offer similar seminars in the United States early in 1979.

An introductory course for those who do not presently use online services or use them in a limited way will be given Dec. 4 in London. A course introducing nonbibliographic database services will be offered in London Dec. 1, and in Stockholm, Delft, and Paris, on Dec. 11, 13, and 15, respectively.

A third seminar will be given for organizations just beginning to use online databases, but the date has not been set.

"Most users of bibliographic databases, such as are offered by Lockheed, SDC, BRS, the National Library of Medicine, and their European counerparts, are not aware of the wealth of resources available online through the nonbibliographic database services," said Judith Wanger, Cuadra Associates vice president.

These resources, she said, include numeric databases, databases of chemical and physical properties, and databases that refer the user to individuals or companies.

President Carlos A. Cuadra pointed out that a European network of over 30 online database services offering more than 100 databases is now being planned.

Cuadra and Wanger will teach the series.

KEYWORD INDEX

AACR 2	April 25
Alabama LA	April 11-13
Alaska LA	March 4-7
Bibliographic instruction	March 22-23
Bookbinding	Jan. 9-Feb. 6
Budgets	Jan. 18-20
Chicano concerns	Feb. 7-March 14
Chicano materials	March 19-April 18
Consultant training	April 30-May 4
	May 14-18
Cooperation	March 28
Copyright	Feb. 7-March 14
Data processing	April 22-25
Data-base services	Feb. 19
DIALOG System	March 23-24, April 7
Federal info. policies	May 17-18
Fund raising	Dec. 10-15
Handicapped children	Feb. 3-March 3
Handicapped, service to	Dec. 11-15
Ill. Assn. for Media Ed.	March 8-10
Iowa pre-WHCLIS	March 27-29
Kentucky pre-WHCLIS	March 18-20
Management	Jan. 18-20
	May 6-18
Michigan pre-WHCLIS	March 26-28
Microforms	Dec. 4-6
Micrographics	March 21-April 18
Minorities	Jan. 3-Feb. 5
Montana LA	May 3-5
Nat. info. conf. & expos.	April 29-May 2
Nebraska pre-WHCLIS	March 29-31
Online systems	Jan. 4-Feb. 1
	Feb. 8-March 15
	Feb. 19-May 17
	March 22-April 19
Oregon LA	April 19-21
Publishing	Dec. 11-15
Storytelling	March 17
Tennessee LA	April 26-28
Texas LA	April 4-7
Virginia pre-WHCLIS	March 29-31

Standards for Children's Service

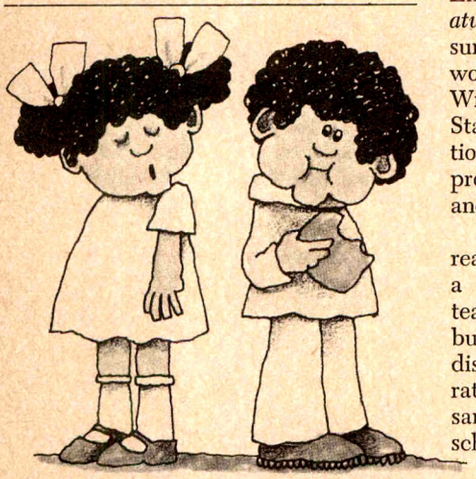
Illinois' North Suburban Library System is offering all librarians its seven-page document, "Standards for Children's Services." Developed for Illinois libraries, the standards are said to be applicable to institutions nationwide.

The document discusses service, materials, personnel, facilities, programs, and budget. The preface notes that "standards are not to be used to 'grade' libraries and their services but to give libraries a useful tool for evaluation and long-range planning."

Among specific recommendations:

- children and adults should have equal access to all library materials and services;
- 20 to 30 percent of a library's materials budget should be spent for children's materials;
- the head of children's services should be actively involved with other community agencies for children;
- the children's room should allow more space per reader than adult areas.

Copies are available for 50 cents, North Suburban Library System, 200 W. Dundee Rd., Wheeling, IL 60090.



"Don't talk with your mouth full," *a child admonishes her friend in an illustration by Tomie de Paola in* Cricket, *the well received monthly literary magazine for youngsters. The publication recently celebrated its fifth anniversary and—for those who have somehow missed it—contains folk tales, fantasy and science fiction stories, serious poems and nonsense rhymes, sports and travel articles, animal stories, and other works by outstanding authors. In soft-cover book form, the magazine features illustrations, games, riddles, science experiments, recipes, contests, and special projects. Subscriptions are $15 a year from Open Court Publishing Co., Walnut Ln., Boulder, CO 80302.*

Guide Evaluates Reading for Middle Grades

Last month Bowker updated its 1970 publication *Introducing Books* with the more current *Introducing More Books: A Guide for the Middle Grades.* The update, for ages 9 to 14, features plot summaries for 72 books, mostly fiction.

For each title, the guide notes age appeal, analyzes themes, suggests ways to present material to listeners, and recommends related print and nonprint items on similar topics.

Books reviewed in the guide deal with a variety of topics from getting along with friends and family to respecting living creatures. The publication includes subject and title-author-illustrator indexes and a biographical index of information on authors and illustrators.

Diana L. Spirt, library science professor at Long Island University's Palmer Graduate Library School, wrote the 240-page guide. $13.95 from Bowker, 1180 Ave. of the Americas, NYC 10036 (0-8352-0988-1; 78-13490).

Black Literature in High School

The National Council of Teachers of English recently published *Black Literature for High School Students,* which surveys some 90 black authors and their works from colonial times to the present. Written by teachers Barbara Dodds Stanford and Karima Amin, the publication discusses more than 350 books appropriate for the high school curriculum and independent reading.

An introductory chapter examines the reasons for teaching black literature, and a classroom uses section features 10 teaching units tested in Cleveland, Pittsburgh, and New York schools. The units discuss literature ranging from slave narratives to poetry of the Harlem Renaissance and apply to junior high and high school students.

Black Literature for High School Students contains special bibliographies of books and recordings, author and title indexes, and a directory of publishers. It updates a shorter work published by Stanford 10 years ago.

273 pages; paperbound; $4.75 ($3.95 for NCTE members) from NCTE, 1111 Kenyon Rd., Urbana, IL 61801 (0-8141-0330-8; 78-16890).

Games for Disabled Children

"People sometimes mistakenly think that children with physical handicaps can't play active games. As a result, handicapped children don't get the chance to develop the same interests and skills as others—or to have fun."

So says Katherine B. Croke, coauthor of "Let's Play Games," a new booklet suggesting more than 50 active games for disabled children between ages 5 and 18. The illustrated booklet is $1.25 plus $.75 postage from the National Easter Seal Society, 2023 W. Ogden Ave., Chicago, IL 60612.

Calendar Honors Child's Year

A 1979 wall calendar honoring the International Year of the Child is now available from the United Nations Education, Scientific, and Cultural Organization (UNESCO). Created by a Korean artist, it appeals to the adult's sense of responsibility for children.

The calendar's design won first prize in a contest organized by UNESCO and the International Association of Art for Asian and Oceanic artists. For information, write UNESCO, 7, Place de Fontenoy, 75700 Paris.

Exploring a Bicultural Heritage

The customs, lifestyles, heroes, folklore, and history of Mexican and Mexican-American cultures form the basis of *A Bicultural Heritage: Themes for the Exploration of Mexican and Mexican-American Culture in Books for Children and Adolescents* by Isabel Schon.

The 164-page guide describes and evaluates books suitable for students K-12. Schon, a library science professor at Arizona State University, mentions titles currently available in school and public libraries, noting each book's strengths and weaknesses. *A Bicultural Heritage* outlines learning goals and suggests follow-up activities to enhance reading and measure students' feelings about Mexicans and Mexican-Americans.

Included as appendices are three articles dealing with selection of Spanish books in the United States, the scarcity of books for Mexican youth, and the unexplored wealth of books from Spain. $7 from Scarecrow Press, Inc., POB 656, Metuchen, NJ 08840 (0-8108-1128-6; 78-4332).

Newbery/Caldecott on Tape

A limited-edition cassette of the 1978 Newbery and Caldecott Medal acceptance speeches is now available, with royalties benefitting media evaluation activities of ALA's Association for Library Service to Children (ALSC).

Cassettes are $5.50 from Weston Woods, Weston, CT 06883. Call customer service collect, 203-226-3355.

Speech reprints are $.75 from ALA.

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ALA GENERAL NEWS

Executive Board Selects Minow as Legal Counsel In Busy Fall Meeting

At its Fall Meeting, the Executive Board engaged Newton Minow and his law firm of Sidley & Austin as ALA's legal counsel, effective Nov. 1. Minow replaced William D. North, formerly of Kirkland & Ellis. Sidley & Austin now represents the Association in all legal matters except the current building project, where Kirkland & Ellis will continue its work.

North's move to a new firm prompted ALA to review its legal needs. The Board interviewed North, Minow, and representatives of Kirkland & Ellis and a fourth firm before choosing Sidley & Austin. Kathleen Molz, as president of the Freedom to Read Foundation, abstained.

Minow, who headed the Federal Communications Commission in 1961-63, now chairs the board of the Public Broadcasting Service. He told the ALA Board that Sidley & Austin has "hundreds of lawyers and thousands of clients," including the American Medical Association, the Newberry Library, and the National Education Association. With offices in Washington and London, the Chicago-based firm has had extensive experience in copyright matters, First Amendment issues, obscenity laws, and telecommunications. Minow himself will be lead attorney in a team of Sidley & Austin experts on matters of concern to ALA.

Minow admitted a personal interest in library affairs: his youngest daughter Mary, now a sophomore at Brown University, plans to be a librarian. Last Christmas, said Minow, she asked her father for *The ALA Yearbook*.

New Headquarters

Besides participating in the groundbreaking ceremonies for Huron Plaza (see photo), the Executive Board approved the Space Needs Subcommittee recommendations for procedural changes in the limited partnership development agreement.

The Subcommittee reported it had rejected a Perkins & Will preliminary layout for the new headquarters as "not pleasing or functional." The Board authorized concurrent use of 50 E. Huron when the new space is completed.

In response to Membership's request, the Executive Board began planning for a possible relocation of headquarters in an E.R.A.-ratifying state. Board members authorized Executive Director Robert Wedgeworth to prepare a draft document listing initial criteria required for a headquarters site.

A day for ALA. *Sunshine seemed to be part of ALA's future Nov. 1 when Executive Board members, headquarters staffers, and interested onlookers attended groundbreaking ceremonies for the Association's new headquarters building, to be located next door to the present headquarters. Amid springlike skies unusual for November, ALA President Russell Shank and ALA Executive Director Robert Wedgeworth wielded symbolic shovelsful of earth and added comments to those by Chicago dignitaries and property developer Daniel E. Levin. After the formalities, clowns and mime artists distributed balloons and entertained some 200 popcorn-munching guests on Huron St., which was roped off to traffic for a street fair.*

General Issues

With a heavy agenda, the Board could devote only about 50 minutes to a Committee of the Whole discussion of general library issues. Molz expressed concern that the Board isn't "getting the substance of what the Council Committees are doing" and is often forced to make decisions without proper background and time for deliberation.

Grace Slocum suggested Board members sit in on meetings of the key committees, but Don Trottier and Ella Yates deemed this approach impossible. "You can't go to Intellectual Freedom Committee meetings and go to anything else. You give your life, your soul, your bones to IFC and that's all you get to," said Yates, speaking from past experience. She now chairs the Legislation Committee.

Fiscal Matters

As feared, the relocation of the 1979 Midwinter Meeting from Chicago to Washington will cost extra—some $22,636, boosting the anticipated Midwinter budget deficit of $67,262 to $89,898.

In presenting the revised 1978-79 ALA budget, Committee on Program Evaluation and Support Chair William Chait emphasized that after six years of rampant inflation, ALA will have to consider an increase in personal membership dues at the time of the 1979 Annual Conference in Dallas.

He also noted that the divisions ended the 1977-78 fiscal year with a surplus expected to be some $379,300. The projected division surplus for 1978-79 is $270,885, available for division programs only.

The Board accepted the $3 million budget for 1978-79, but rejected COPES' recommendation for a special task force to study development of an education and training program for members on the grounds such a task force would duplicate work of other groups.

Chait also reported the endowment trustees met Oct. 17 to organize and set policies for the bank to follow. The trustees' long-term aim is to achieve income to match inflation; ALA expects to avoid dipping into capital this fiscal year.

The Board confirmed the election of

John Juergensmeyer of Elgin, Ill., as endowment trustee 1978-81.

Publishing Committee

Speaking for Publishing Committee Chair Carol Nemeyer, Publishing Services Director Donald Stewart reported a good financial year, with net surplus estimated at $145,000. All but $20,000 of that total will be transferred to ALA general funds, Stewart assured Chait. Royalties to the divisions should reach $10,000.

Although ALA agreed to make Dec. 7 the publishing date for the *Anglo-American Cataloguing Rules*, 2nd edition, at the request of the British publishers, copies were expected to begin coming off the presses by mid-November, Stewart said.

White House Conference

At the suggestion of Alice Ihrig and her ALA Committee on the White House Conference, the Board voted to invite all lay WHCLIS delegates to both Midwinter and Annual Conference in 1979 free of registration fee.

Board members are seeking an active role for ALA at the White House Conference Oct. 28-Nov. 2. They agreed to help President Russell Shank develop a list of key issues in collaboration with an ad hoc committee chaired by Maurice Freedman working toward the development of a national information policy.

Shank tentatively suggested the issues include literacy, funding, networks, intellectual freedom, communications technology, and education for librarianship as priority concerns. He hopes to solicit position papers so that the Membership can vote on the issues at the Dallas conference.

Future Structure

The Future Structures Committee suggestion on improving chapter relations was referred to the Chapter Relations Committee with the charge to report its actions to the Board at Dallas. With heartfelt thanks, the Board then dismissed the ad hoc committee.

Collective Bargaining

The Board endorsed a statement of the ad hoc Committee on Collective Bargaining, favoring this practice for libraries, and recommended Council accept it as policy.

Open Meetings

An investigation by Ruth Frame revealed that 25 ALA units currently show no consistency in what they consider to be privacy matters. The Board resolved to appoint a special committee to draft an interpretive statement identifying, illustrating, or defining matters of privacy as they apply to conducting the programs and business of ALA under the open meeting policy.

Guest Appearances

Al Trezza introduced Charles Benton, new chair of the National Commission on Libraries and Information Science (*AL*, Nov., p. 570). Benton commended Ihrig as "one of the most distinguished members of the WHCLIS Advisory Committee," and added, "I am struggling to get her reappointed."

His chief goals at NCLIS are to develop a national library network for access and sharing and to strengthen the media literacy of all Americans. To further his efforts, he intends to get President Carter involved in libraries.

William Branham, chair of World Book-Childcraft, was present for the showing of ALA's new 30-second animated TV spot promoting libraries. The J. Morris Jones and Bailey K. Howard/World Book Encyclopedia/ALA Goals Award funded the spot.

Program Proposals

The Board authorized the following requests to seek outside funding for programs:

- The International Relations Committee, for the fourth U.S.-Japan Binational Conference on Libraries and Information Science in Higher Education, to be held in San Francisco immediately before the 1981 ALA Annual Conference.
- The Association of Specialized and Cooperative Library Agencies, for a program of training and materials development for jail library service.
- ALA Headquarters Librarian Joel Lee, to produce a name and subject index to the ALA Executive Board and Council minutes 1906-78.

Grants Received

Executive Director Wedgeworth announced the Lilly Endowment, Inc., has granted ALA a minimum of $132,000 to train 200 librarians in techniques of establishing programs to teach basic literacy skills to disadvantaged adults.

He also announced a $200,000 National Endowment of Humanities grant for the Courses by Newspaper project, which will begin next year. (Further stories on these activities will appear in *AL*.)

Nominating Committee

The Exec Board confirmed the appointments to the 1978-79 nominating committee: Arnulfo Trejo, University of Arizona School of Library Science, Tucson, chair; Geraldine Bell, Birmingham (Ala.) Public Schools; George Grant, Morgan State University Library, Baltimore, Md.; Beth A. Hamilton, Illinois Regional Council, Hinsdale; and Virginia J. Sherwood, University of California Library, San Diego.

Eric Moon was confirmed as ALA representative to the Library of Congress Center for the Book.

Among other items approved:

- An operating agreement between ALA and the Freedom to Read Foundation.
- A request by the Resources and Technical Services Division to hold an open hearing at Midwinter on *National Level Bibliographic Record—Books*, a document to promote the effective exchange of machine-readable cataloging records.
- Executive Director Wedgeworth's plan to respond to Council's resolution on accountability by experimenting at Midwinter with colored cards to be signed by Councilors as they vote on resolutions.
- An addition to Policy Manual section 4.3, providing that in case of a vacancy in the elected membership of the Executive Board, the Board members be informed and permitted to nominate a temporary replacement. After confirming the nominees' willingness to serve, the Secretary will conduct the balloting.

—*L.R.P.*

Handbook Publishes ALA Policies

The revised and streamlined ALA Policy Manual adopted at the 1978 Annual Conference bows on pages 109-29 in the new *ALA Handbook of Organization* 1978/79, mailed to all ALA members in mid-November. Other features: "Where to get what from ALA" on the inside front cover, and White House preconference data sheet on the inside back cover.

Landman Becomes Controller; Brueggen to Manage Exhibits

Sheldon I. Landman and Walter M. Brueggen recently joined the ALA staff as controller and assistant conference manager-exhibits.

Landman formerly was controller at National Accounts Systems, a service organization affiliated with Diners Club. A certified public accountant in Illinois and the District of Columbia, he has a bachelor's degree in commerce from Chicago's DePaul University.

Formerly director of convention services at Style Exhibitors, Inc., Brueggen joins ALA with 11 years of experience in trade association and exhibit management. He has served as assistant show director of the Sporting Goods Manufac-

turers Association's International Sporting Goods Exposition.

Brueggen attended Michigan State and Northwestern Universities. He is a member of the American Society of Association Executives.

New Division Debuts

This fall the Association of Specialized and Cooperative Library Agencies began operating as ALA's newest division. It is the product of a merger between the Association of State Library Agencies and the Health and Rehabilitative Library Services Division.

ASCLA is responsible for state library agencies, multitype library cooperatives, and specialized libraries serving those with limited access to information for physical or mental reasons.

ASCLA sections promote library service to the blind and physically handicapped, prisoners, and the impaired elderly. The division also has state library agency and multitype library cooperation sections. Currently it is organizing sections on library service to the deaf and health care libraries.

Phyllis Dalton, California free lance consultant, and Robert McClarren, director of Illinois' North Suburban Library System, are copresidents of ASCLA.

Wanted: Research Papers

The Library Research Round Table (LRRT) is seeking papers for presentation at its Research Forum Series, part of ALA's 1979 Annual Conference.

The series will feature four programs on topics of current interest. Each program will include two or three paper presentations and discussion. LRRT plans to publish all papers.

Dec. 31 is the deadline to submit proposals for papers. LRRT will give priority to completed or nearly-completed projects. Contact Robert Burr, Crosby Library, Gonzaga University, Spokane, WA 99258.

ALA Award Deadlines Approach

December is the deadline to apply or submit nominations for the following 1979 ALA awards:

The David H. Clift and **Louise Giles Minority Scholarships:** Each $3,000 award will go to an individual working toward a library education master's degree in an ALA accredited program. Academic excellence, leadership, and commitment to librarianship will be considered. Applicants for the Giles award should be American Indians, Alaskan natives, Asian or Pacific Islanders, blacks, or Hispanics.

Apply by Dec. 15 to the David H. Clift Scholarship Committee or the Louise Giles Minority Committee, ALA, 50 E. Huron St., Chicago, IL 60611.

The National Library Services-Resources Section Scholarship Award honors the author of an article or book reflecting creative or innovative research in library acquisitions, collection development, and related areas in the last year. The winner will choose a library school to receive a $1,000 scholarship from National Library Services, Inc. of Norwalk, Conn. The school then will award the scholarship to a student concentrating on acquisitions or collection development.

ALA's Resources and Technical Services Division (RTSD), sponsor of the award, will announce the winner April 1. Send nominations by Dec. 15 to Robert C. Sullivan, Order Division, Library of Congress, Washington, DC 20540.

The Margaret Mann Citation honors outstanding achievement in cataloging or classification through publishing significant literature, contributing to professional cataloging activities, developing new or improved techniques, and teaching. RTSD sponsors the award. Submit nominations by Dec. 15 to Neal

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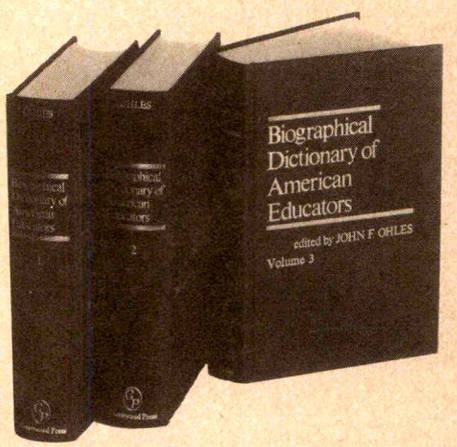

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L. Edgar, Kent State University Library, Kent, OH 44242.

The Esther J. Piercy Award from RTSD recognizes contributions to librarianship in technical services. Eligible applicants may have no more than 10 years professional experience. Criteria include leadership in local, state, regional, or national professional associations, contributions to the development, application, or utilization of new or improved methods, techniques, or routines, research in technical services, and contributions to professional literature.

Submit nominations by Dec. 15 to Joseph Z. Nitecki, Executive Director of Libraries and Learning Resources, University of Wisconsin, Oshkosh, WI 54901.

ALA's Government Documents Round Table (GODORT) is sponsoring two awards with Dec. 15 application dates:

The James Bennett Childs Award recognizes distinguished contributions to the documents area of librarianship. The bronze plaque is considered the highest honor GODORT bestows.

The Documents to the People Award honors an individual and/or library, institution, or organization that has encouraged the use of federal documents to support library services. The $1,000 prize, sponsored by the Congressional Information Service, Inc., should be used for professional advancement in documents librarianship.

Nominations for both awards should include the candidate's name, address, employer, length of service, and activities in documents librarianship. Other information about the candidate's qualifications should be included, along with the nominator's signature, address, and the nomination date.

Send information to Candy Morgan, GODORT Awards Committee Chairperson, Oregon State Library, State Library Building, Salem, OR 97310.

Newsletter Needs Friends

The Library Administration and Management Association (LAMA) needs at least 400 subscriptions to continue publishing its new newsletter, *Friends of the Library National Notebook*. LAMA and the 110 current subscribers paid for the first two issues.

The newsletter grew out of requests for information on activities of friends groups. LAMA hopes eventually to establish a national friends group or a friends association within ALA.

Subscriptions are $4 for four issues from LAMA, 50 E. Huron St., Chicago, IL 60611. Make checks payable to ALA.

Illinois, Kentucky to Test Library Planning Manuals

ALA's Public Library Association is using the Louisville, Ky., Public Library and the Illinois Valley Library System to field test a process public library managers can use to plan and evaluate library service.

In September, the libraries received a set of planning process manuals developed by King Research, Inc. Each will use the manuals as guides until June 1979, when their experiences will be evaluated. The Illinois system will operate without the help of consultants, unlike the Louisville library.

The test results will lead to revisions in the planning manuals ALA intends to publish in the spring of 1980. The project has U.S.O.E. funding.

Shearer Joins *Public Libraries*

Kenneth D. Shearer is the new editor of *Public Libraries*, the quarterly journal of ALA's Public Library Association. He succeeds former editor Nancy Doyle Bolt.

A professor at North Carolina Central University's School of Library Science, Shearer specializes in public librarianship and research methods.

Formerly assistant branch head of the Detroit Public Library's Jefferson branch, Shearer has master's and doctorate degrees in library science from Rutgers University.

MEMBERS

ALA Membership Holds Stable

A three-percent increase in personal memberships and a 23-percent decrease in organizational ones leave ALA with approximately as many members this year as it had last year.

At the end of August, the association had 35,096 members, compared to 35,119 on Aug. 31, 1977. Personal memberships increased by 957, from 30,898 to 31,855, while organizations declined by 980, from 4,221 to 3,241.

Ernest Martin, ALA's associate executive director for administrative services, speculates that many branch libraries and library schools did not renew their memberships after members approved the new dues schedule in spring 1977. The schedule raised the minimum organization dues to $50 from $30 and eliminated the option allowing branch libraries to join ALA for $20 if their parent libraries were members.

Assistant Controller Henry Cinabro says ALA is $29,000 in the black despite the organizational membership drop. The association budgeted $1,294,000 for 1977-78 but generated $1,323,000 in

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membership income.

The total membership of every division decreased during the last year mainly due to the decline in organizational members. However, all divisions except the American Library Trustee Association and the Association for Library Service to Children gained personal members.

• The Association of College and Research Libraries had the largest increase in personal members, recruiting 864, or 11 percent more than it had last year. Overall, it is the largest division, with 8,600 members. The Association of State Library Agencies ranked as the smallest division with 993 members. (It recently merged with the Health and Rehabilitative Library Services Division.)

Some 34 percent of ALA selected no divisional memberships, compared to 38 percent last year. Those requesting one division increased to 38.7 percent from 34 percent. The percentage selecting two or more divisions remained stable.

Of the Round Tables, Government Documents had the most members (1,364) and Exhibits had the least (353).

TRADE ANNOUNCEMENTS

Security. A new locking system from CRD-Corde prevents theft of calculators, display merchandise, and other expensive equipment without interfering with machine portability. The device is unobtrusive and installable in minutes. Contact CRD Corde Locking Systems, 14-56 Bell Blvd., Bayside, NY 11360.

Up-to-date information on the availability of federal education grants appears in the 10-page newsletter *Federal Grants and Contracts Weekly*. The publication describes education programs offering discretionary funding, lists preproposal conferences and meetings, analyzes contracting opportunities and grant and contract topics, and summarizes recent requests for proposals (RFP's). One-year subscriptions are $114 from Capitol Publications Inc., Suite G-12, 2430 Pennsylvania Ave., N.W., Washington, DC 20037.

EduTrainer, Inc., recently developed a Handicap Learning Center to help the disabled use various forms of media in a single compact carrel. The center contains a movable camera and television monitor for magnified reading and features options such as talking calculators, audio/video recorders, slide/sync projectors, and microfiche equipment. For more information, contact the distributor: McCarthy Manufacturing Co., Inc., 415 N. Alfred St., Alexandria, VA 22314.

mediatmosphere

Recorded Dance: A New Era

by Laurel Crone Sneed

Today dance is enjoying unprecedented popularity. Ballet and modern dance appear regularly on television. Such popular films as *Saturday Night Fever* and *Turning Point* use dance as the central thematic and visual focus. Dance-lesson advertisements are more prominent than ever in American newspapers, and dance companies are performing to full, enthusiastic houses nationwide. Certain dancers are as much household words as movie, pop music, and sports superstars.

But the significance of dance in human cultures is nothing new. Anthropologist and musicologist Curt Sachs wrote that "in the life of primitive peoples and of ancient civilizations scarcely anything approaches the dance in importance; it provides bread and everything else that sustains life." Sachs believed "the dance is the mother of the arts. Music and poetry exist in time; painting and architecture, in space. But dance lives alone in time and space."

Music has been documented through the score, and theater has been preserved through the written word. But dance defied documentation until the debut of motion-image media technology.

Given the cultural and artistic importance of dance, shouldn't dance film/video software reside in the nation's libraries? Genevieve Oswald, curator of the New York Public Library's Dance Collection and outspoken nonprint media pioneer, thinks so.

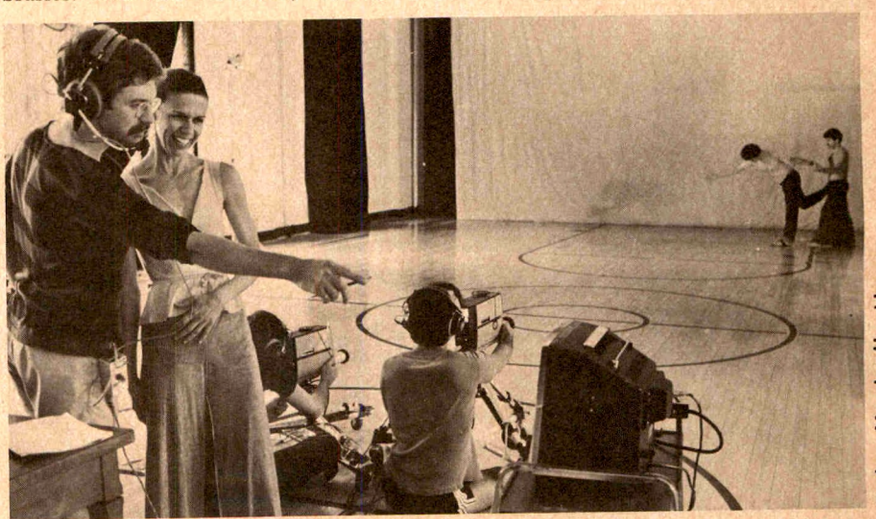
A film/video collection is the "most important resource" a public or university library can have on dance, according to Oswald. "Most universities now have [music] scores and play scripts in their printed form. The score or the playscript for dance is the videocassette or the motion picture film. I think that motion picture films of dance and dance video are absolutely indispensable," she observes, noting these are the only media that can highlight choreography.

"If we have libraries all over the country which have dance films or video, we'll not only have a more knowledgeable public, but . . . we'll have a more knowledgeable group of critics."

"One of the things we don't realize is that when a critic criticizes a dance work, he has to remember what it looked like or remember what he thought the choreography was . . . This is not expected in any other art that I know of. All other critics . . . have basic source material that they can go to."

An Archive for Dance

The dance collection Oswald manages is a division of New York Public's Research Libraries. The most comprehensive dance archive in the world, it contains 90 percent nonbook material, in-



Durham Morning Herald

The Dance Television Workshop, *partially funded by the National Endowment of the Arts, teaches producer/directors about dance and encourages them to broadcast it on their stations.*

cluding oral tapes, audio-discs, prints, photographs, clippings, magazines, films, and videotapes. Although the collection is a nonlending facility, its vast resources are listed in a 10-volume catalog, *The Dictionary Catalog of the Dance Collection*, supplemented annually.

The catalog unifies material by author, subject, and title, regardless of media format. An entry for a film, for example, synopsizes the work and notes the company, dancers, film distributor, length, etc. The same bibliographic citation also appears under the title of the work, the kind of dance and nation it represents, the filmmaker, and those involved with the film. By the time librarians have exhausted the myriad references on a subject, they should know what exists and where to find it.

The catalog represents a 10-year effort in processing nonbook materials. People come to the Dance Collection to study the processing methods Oswald and her staff have developed.

In the March 1968 issue of *Special Libraries*, Oswald discussed how the methods evolved:

"Because our attempts at automation preceded those at the Library of Congress, no suitable coding system for input was available at the time; so we had to devise our own, creating a planning sheet usable for all forms of materials and a coding structure likewise suitable for all types of entries.

"In addition our system had to be suitable for the conversion of old material as well as the inputting of new entries. The coding system devised is remarkably similar in many aspects to that which the Library of Congress developed later in their MARC project."

The system is described in depth in the Fall 1970 issue of *Lark Reports* (*see resource section of this article*).

A Leap Forward

Oswald calls the advent of home video systems and video formats such as the videodisc "a tremendous leap forward," in the accessibility and lendability of dance resources. However, some hurdles still must be overcome.

"It's very expensive to record dance," says Oswald. "About 10 years ago, I asked one of the big record companies why they didn't make dance videodiscs. The response was that we can record a musical score for a flat fee, but going into record dance we have to deal not only with the dance unions, but with the stage hands, the musicians, the choreographers . . . [Dance is] a composite art, so it's very costly to record."

She adds, "The artists don't want to get into the same situation that people were in with the juke box business, where records were used for 30 or 40 years with no payment to the artists themselves."

Merrill Brockway, series producer of National Educational Television's "Dance in America," says dancers are cautious about the commercial availability of recorded dance because they don't know what their fair share of the profit should be. No one is certain what price the market will bear for dance video software.

"We're still at the frontier of negotiating contracts," says Brockway, adding that "Dance in America" has broken new ground in this area. "[Recorded dance] is here, and it's going to survive . . .," he asserts.

Brockway suggests that the survival of the dance film and video boom may hinge on future funding directions of the National Endowment of the Arts (NEA), one of the financial sources for "Dance in America." In the past several years, through its Public Media and Dance programs, the Endowment has supported dance video and film projects which may not have occurred otherwise. Many aim toward exploring and improv-

Laurel Crone Sneed is an instructional designer and a writer on media topics. She is an active member of Women in Instructional Technology.

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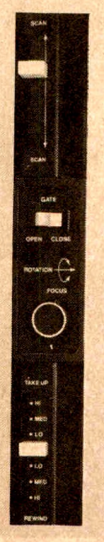

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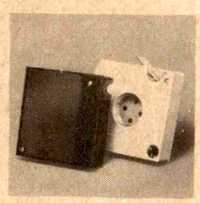

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ing methods for translating dance on film and video tape. Some projects, in the words of the funding application guidelines, "seek to merge the artistry of both forms into a single product."

The Dance Television Workshop, a project partially funded by NEA, was conceived three years ago to encourage television stations to broadcast dance. Its target is producer/directors who have budgets to produce dance programming.

Copies of all NEA-funded dance films and videotapes are on file at the Library of Congress, the New York Public Library, and NEA itself.

The Film-Video Debate

Is dance best recorded on film or video? Opinion on the subject varies among producers and users. Choreographers and dance companies are using videotape extensively as a training tool, mainly because of its immediate playback capability. They are also using it to preserve their repertoires and book performances. Since dancers use videotape on the job, more dance has been recorded on tape than on film. However, dance tapes are not as widely distributed as 16mm dance films.

Oswald says she would like to transfer all the films in New York Public's Dance Collection to videotape for public use. However, she notes the process would be too costly.

John Mueller, dance educator and film distributor, feels videotape is inferior to film as a medium for viewing and studying dance. The size and quality of the projected video image is unsatisfactory in his opinion. Mueller says videotape is overrated as an archival medium. He makes his case for film in the August 1976 issue of *Dance Magazine:*

"While recording a work on videotape is certainly preferable to not recording it at all, it is clear that serious archival recording of the work should be done on film, not videotape. Film today is extremely hardy—properly processed and stored, it may well last as long as the finest paper—700 years or forever (whichever comes first)."

Oswald, on the other hand, is optimistic about videotape. "We have always felt that film was a more stable medium, but I'm not sure that will always be true," she observes. "I think that technological developments [in video software] will make that no longer so in the future."

Resources

The important issue to Oswald, however, is not film vs. tape, but getting dance into libraries and making it available to the public. She recommends two resources for dance films: the Dance Film Archive at the University of Rochester, and Dance Films Association, Inc. The latter is a nonprofit organization which screens and distributes independent films on dance. It sponsors the Competitive Dance Film and Video Festival every summer in New York City. The next festival is slated for June 1979. For more information, contact Susan Braun at Dance Films Association, Inc.

Other potential sources of dance videotapes and films are local television stations and university and college film/video production facilities.

For more information about the services of New York Public's Dance Collection or the *Dictionary Catalog of the Dance Collection,* contact The Dance Collection, New York Public Library at Lincoln Center, 111 Amsterdam Avenue, NYC 10023, (212) 799-2200.

For detailed information on the processing system developed by the Dance Collection, see "Dance Collection Automated Book Catalog," by Dorothy Lourdou, *Lark Reports,* Fall 1970, vol. III, issue 3, pp. 17-38.

The two "Dance in America" programs for rental and purchase feature works of Twyla Tharpe and Martha Graham. Both ¾" cassettes and ½" tapes of the programs are available from Video Tape Network, 115 E. 62nd St., NYC 10021, (212) 759-8735. 16mm films of the programs are distributed by the Audiovisual Center, Indiana University, Bloomington, IN 47401 (812) 337-2853.

Sources of dance films include the Dance Film Archive, University of Rochester, NY 14627. Contact John Mueller, (716) 275-5236, and Dance Films Association, Inc., 250 W. 57th St., NYC, 10019. Contact Susan Braun, (212) 586-2142. □

PR & PUBLICITY

National Library Week Materials Highlight Success Stories

The library is full of success stories, and the 1979 National Library Week materials from ALA tell the world in no uncertain terms.

Four colorful posters honoring the week (April 1-7) portray Billie Jean King, Arthur Fiedler, Hank Aaron, and the Wright Brothers as children in front of their hometown libraries. All have checked out books related to their future careers. The posters carry the message, "The library is filled with success stories."

Another poster features a drawing by the winner of a contest for students sponsored by ALA, the American Association of School Librarians, and Scholastic Magazine.

The posters are $2 apiece. They also are available as part of a $15 kit featuring 200 National Library Week bookmarks, official White House Conference and National Library Week removable self-stick seals, camera ready ads for local media or in-house use, sample editorials and news releases, and program and publicity ideas.

ALA also offers radio and television public service announcements at cost. A new tape of radio spots carries the success story theme with messages from celebrities, and a 30-second animated TV spot promotes library use. ALA places the materials with the national networks, but local stations often use them with taglines from their area libraries.

Payment must accompany orders of $15 and under. Telephone requests will be accepted on orders of $15 or more. ALA will pay postage on prepaid orders only. Contact the Public Information Office, ALA, 50 E. Huron St., Chicago, IL 60611.

LC Offers International Potpourri

Scarves, facsimile prints, games, calendars, and 17 new greeting cards appear in the 1978-79 *Card and Gift Catalog* from the Library of Congress.

The cards carry a wide variety of designs ranging from John Held's whimsical illustration, "Everyone Can Sleep During Dinner" (1928) to paper cut

patterns by Polish folk artist Madalena Gilinsky and a linecut depiciting characters from a Nigerian folk tale (see illustrations).

Scarves reproduce the cherubs carved on the staircase of LC's Great Hall, the signs of the zodiac, and a Senufo painting from the northern Ivory Coast. The latter may be used as a wall-hanging.

A 1979 calendar features black and white illustrations reproduced from 19th-century American children's classics; another includes 13 color maps of American cities drawn in that century. Two 19th-century children's games, "The House that Jack Built," and "The New Game of Steeple Chase," also are available.

Request the free catalog from the Information Office, Library of Congress, Washington, DC 20540.

UPDATE: LIBRARYLAND

The Institute for Scientific Information, which uses advanced computer technology to collect and disseminate scholarly information on a variety of subjects, recently broke ground for a new 132,000-square-foot international headquarters in Philadelphia, its present home. The building is scheduled for occupancy next October. The institute plans to expand its staff throughout the world.

Better late than never. This month G. K. Hall will publish the missing 1973 edition of *Index to Periodical Articles by and about Blacks.* Publication was delayed by the 1973 tornado that destroyed 80 percent of Central State University in Wilberforce, Ohio, ravaging the index materials stored in the Hallie Q. Brown Memorial Library. The series is now complete through 1977. The 1973 edition may be ordered at $57.50 from G. K. Hall and Co., 70 Lincoln St., Boston, MA 02111.

Extended hours. The Copyright Office of the Library of Congress will be open later to better serve residents of the western time zones. Information specialists will be on duty between 8 a.m. and 7 p.m. Eastern time, Monday through Friday, except legal holidays. A telephone recorder will operate after 7 p.m. so forms and circulars may be ordered after hours. To reach the office, call (703) 557-8700.

ALA's Reference and Adult Services Division recently published *Charging for Computer-Based Reference Services,* the proceedings of a program organized by RASD's Machine-Assisted Reference Section at ALA's 1977 Annual Conference. Edited by Peter G. Watson, the 49-page looseleaf booklet discusses the pros and cons, history, and intellectual freedom implications of charging for reference services. $4 prepaid from RASD, ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-6356-0). Make checks payable to ALA.

Robert W. Frase, economist and administrator, is the new executive director of the American National Standards Committee Z39. The committee recently opened a new headquarters at the U.S. Department of Commerce, National Bureau of Standards, Washington, D.C. 20234.

For online users. This month marks the publication of the second issue of *Database,* a new quarterly for the users of online information systems. A companion to the journal *Online,* it concentrates on searching specifics. *Database* provides details on both the content of a base and on how it is "loaded" on particular retrieval systems. Subscriptions are $52 a year from Barbara Marshall, Online, Inc., 11 Tannery Ln., Weston, CT 06883.

Scholarships. *Financial Assistance for Library Education, Academic Year 1979–80* is now available from ALA. It lists scholarships and assistantships from state library agencies and associations, educational institutions, local libraries, and national groups. Most listings are for MLS programs. 50 cents from the Standing Committee on Library Education, ALA, 50 E. Huron St., Chicago, IL 60611.

Toward greater efficiency. The National Science Foundation has awarded a $93,500 grant to Case Western Reserve University of Cleveland to conduct a two-year study to help scientific and technical libraries measure their benefits more accurately. The study will involve computer analysis of data from 50 libraries nationwide.

TECHNICAL SERVICES

At Long Last: *AACR 2*

Dec. 7, ALA published the second edition of the *Anglo-American Cataloging Rules,* edited by Michael Gorman and Paul W. Winkler. In addition to consolidating the achievements of the first edition, *AACR 2* incorporates the latest international standards, provides for the range of new materials and media now in library collections, and acknowledges the impact of machine-readable cataloging and bibliographic systems.

One especially noteworthy innovation is the integrated structure of the rules for description, providing a uniform basis for recording all known categories of print and nonprint material and those as yet unknown and uninvented.

(For *AL* articles on *AACR 2,* see Sept., p. 450; Oct., pp. 538–42; Nov., pp. 620–21; and Susan Martin's column and "Who We Are" in this issue.)

AACR 2 is available for $15 in cloth (0-8389-3210-x) and $10 in paper (0-8389-3211-8) from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611.

ARL Reports on Automated Circulation Systems

Research librarians' experiences with automated circulation systems are documented in the Systems and Procedures Exchange Center (SPEC) kit and flyer (#43) published in April by the Association of Research Libraries. Titled "Automated Circulation Systems in ARL Libraries," the two-page flyer summarizes a survey of ARL members conducted in February.

Automated circulation helped members handle routine tasks more efficiently, reduced processing costs, and gave staff more time for direct public service, most respondents reported.

Sixteen documents in the 100-page kit provide information on conversion, training, and the effects of automation on library operations and staffing. Avail-

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able for $7.50 to ARL members and SPEC subscribers, $15 to others, prepaid, from the Office of University Library Management Studies, Association of Research Libraries, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

Guide Covers 120 Data Bases

The Directory of On-Line Information Resources describes 120 commercially available data bases offered by nine vendors. The 50-page booklet lists the organization responsible for each base and notes each file's subject content, years of coverage, size, and supplier. Also included are subject and source indexes and vendor addresses.

Published in September as a new edition of the former *Directory of On-Line Bibliographic Services*, it is available for $10 ($8 prepaid) from Publications Dept., Capital Systems Group, Inc., 6110 Executive Blvd., Rockville, MD 20852. The directory, to be updated semi-annually, is also available on a two-year subscription basis for $30.

IFLA Requests Comments On Corporate Headings

The International Federation of Library Associations and Institutions Working Group on Corporate Headings, established to develop acceptable recommendations on the form and structure of corporate headings, has submitted its draft recommendations to the IFLA Sections on Cataloging and Official Publications.

The recommendations appear in the Library of Congress *Cataloging Service Bulletin*, No. 2 (Fall 1978). Individual copies are available from Lucia Rather, Director for Cataloging, Processing Services, LC, Washington, DC 20540.

The group urges all interested persons to comment on the draft by February, to IFLA's International Office for Universal Bibliographic Control, c/o Reference Division, The British Library, London. Future proposed cataloging rule revisions will be measured against the final IFLA document.

New Info Tech Award

To recognize achievement in library and information technology, ALA's Library and Information Technology Association (LITA) will sponsor an annual citation of merit starting in 1979.

The award may be given to an individual or small group. It will recognize distinguished leadership, notable technology development or application, superior accomplishment in research or education, or original contribution to the literature of the field.

LITA's president, president-elect, and immediate past president will choose the recipient in 1979. Thereafter, an awards committee will judge the nominees.

Organized institutions, LITA officers and board directors, and awards committee members are ineligible for the citation. The award will be presented at the general LITA divisional meeting at ALA's Annual Conference.

Send nominations to Donald P. Hammer, LITA, ALA, 50 E. Huron St., Chicago, IL 60611. The deadline is Dec. 15, but as many nominations as possible will be accepted slightly later.

LIBRARIAN'S LIBRARY

Joel M. Lee, ALA Headquarters librarian, writes the notes in this column.

For Better Materials Selection

The Intellectual Freedom Committee of the Michigan Association for Media in Education (MAME) has created a new manual for drafting library materials selection policy statements.

Selection Policies: a Guide to Updating and Writing analyzes the need for and key components of written policy statements. It features sample policies and an annotated bibliography of important works on intellectual freedom and materials selection.

The manual lists organizational sources of intellectual freedom materials. Guidelines from the National Council of Teachers of English and the American Association of School Librarians are reprinted as appendixes.

The 69-page manual is $2.50 for MAME members, $3 for others, from the MAME executive secretary, 402 S. 4th St., Ann Arbor, MI 48109.

Vigo's History Reflects Typical Growth Pattern

The history of the American public library is typified in Irene Roberts McDonough's *History of the Public Library in Vigo County 1816–1975*. It reflects the changing ideas about the philosophy and purpose of the public library by discussing the experience of one Indiana institution.

Through letters, clippings, photographs, and other primary sources, the author narrates the library's history, simultaneously describing national events affecting public library growth in the United States. The 215-page hardbound volume includes an index, a list of sources, and appendixes. $6 (plus $1 for shipping and handling) from the Vigo County PL's Administrative Office, 222 N. 7th St., Terre Haute, IN 47807 (0-9601522-1-0; 77-1840).

Talks on Bibliographic Instruction

The College of Charleston (S.C.) recently published the proceedings from the March 1978 Southeastern Conference on Approaches to Bibliographic Instruction.

The publication features lectures by specialists on topics such as instructional methods and evaluation, faculty-library communication techniques, grant seeking, and construction of objectives.

Copies are $7 prepaid from the Continuing Education Office, College of Charleston, Charleston, SC 29401.

SCHOOL MEDIA CENTER

Chart Focuses on the Gifted

How can schools best meet the needs of gifted children? A poster entitled "The Gifted Child—Gifted Education at a Glance" has the answer. The 45-by-35-inch wall chart lists characteristics of the gifted, educational experiences from which they can benefit, teaching strategies that are inappropriate for talented students, and suggestions for working with parents.

Ruth P. Arent, nationally recognized gifted education consultant, developed the chart, which applies to students in grades K-12. A booklet accompanies the poster, suggesting supplemental activities in various subjects.

The chart is $11 from Arent & Associates, POB 1181, Englewood, CO 80150.

Publications Discuss Certification

Three new publications on certification are now available from the American Association of School Librarians. They are products of AASL's Certification of School Media Specialists Committee, which reviews patterns and develops models for state certification.

The publications are: *Candidate Assessment Process for Professional School Library Media Personnel* ($2); *Paraprofessional Support Staff for School Library Media Programs: A Competency Statement* ($2); and *Accreditation and Certification: A Selected Bibliography* ($1).

Order from AASL, 50 E. Huron St., Chicago, IL 60611.

Monographs on Media Centers

ALA's American Association of School Librarians will soon publish its first monograph series, *School Media Centers: Focus on Current Issues and Trends.* Written by a variety of experts, the 10- to 12-title series is intended mainly for building level school media center specialists.

Topics will include the teaching role of the media specialist, the need to accept media into the school curriculum, the back-to-basics movement, and others.

The first two titles, to be available before year-end, are "Cultural Pluralism and Children's Media" by Esther R. Dyer, assistant library science professor at Rutgers University, and "Projecting a Positive Image through Public Relations," by Cosette Kies, assistant library science professor at Tennessee's George Peabody College for Teachers.

AASL's Public Advisory Committee planned the series, which will be available from ALA Publications, 50 E. Huron St., Chicago, IL 60611.

For Better Selection

Libraries Unlimited, Inc., has published *Selecting Instructional Media,* which annotates 428 published lists of audiovisual and instructional media and mentions 132 others. The reference tool is a revised, updated edition of Mary Sive's 1975 work, *Educator's Guide to Media Lists.*

The new edition contains an introduction surveying the problems, practices, and status of selection and reviewing. Five indexes provide multiple access to media lists by subject, instructional level, media type, title, and name of compiler.

268 pages; $13.50 from Libraries Unlimited, Inc., POB 263, Littleton, CO 80160 (0-87287-181-9, 77-27278).

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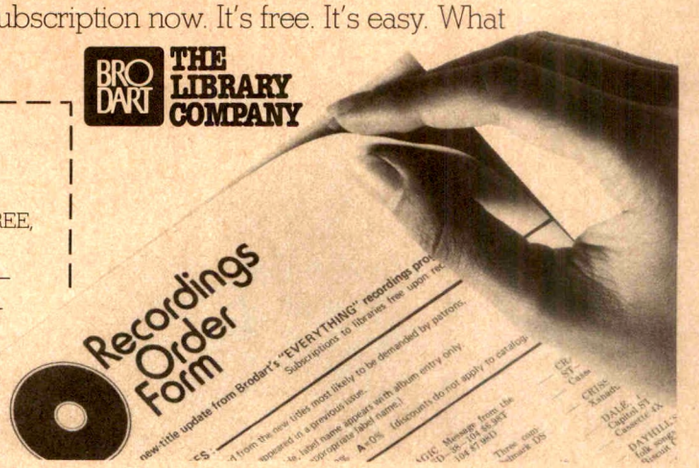


WOMEN

Free Women's Publications

The Women's Bureau of the U.S. Department of Labor publishes several newsletters and booklets available free upon request. Titles include:

- *Brief Highlights of Major Federal Laws and Order on Sex Discrimination in Employment* (1978);
- *A Working Woman's Guide to Her Job Rights* (in press);
- *1975 Handbook on Women Workers;*
- *State Labor Laws in Transition: From Protection to Equal Status for Women* (1976);
- *Publications of the Women's Bureau* (1978).

Request copies from the bureau, U.S. Labor Dept., Washington, DC 20210.

Network Sells Feminist Tapes

"Ain't It a Shame: Battered Women," "Women Behind Bars," and "Women and Country Music" are among tapes on sale through the Feminist Radio Network, which produces programming for radio stations, libraries, and educational institutions.

Formed "to create a responsive alternative for women in radio," FRN produces tapes in discussion, speech, and collage formats on topics such as women and the law, female spirituality, and feminist musicians, writers, and artists.

Programs, available on cassettes and reels, range in length from under 30 minutes to 90 minutes and in price from $10 to $22. Order from FRN, Box 5537, Washington, DC 20016.

Bibliography of Women's Films

Maxine Jones of the University of Wisconsin's Bureau of Audiovisual Instruction has compiled an up-to-date bibliography of 122 films on women.

It briefly describes each film's content and notes the length, year, distributor, and sale or rental price.

The bibliography is $1.50 from Jones, 502 N. Frances, Madison, WI 53703.

Whole Earth Papers Discuss Women

"Women and Peace," "Women and Disarmament," and "Women, Power, and Alternative Futures" are topics discussed in several current issues of *The Whole Earth Papers*, informative, newsletter-style resources published by Global Education Associates, a nonprofit educational organization.

The papers claim to be "realistic," "holistic," "provolutionary," and valuable for personal growth and study, group discussion, lobbying efforts, schools, and libraries.

"Women and Peace" (vol. 1, no. 6) by pacifist feminist Josephine Rubin is a historical and somewhat philosophical paper. "Women and Disarmament" (vol. 1, no. 7) expresses the views of several female writers, scholars, and humanitarians. The two-part "Women, Power, and Alternative Futures" (vol. 1, no. 8) by educator and writer Patricia Mische discusses women, world order, and power.

The Whole Earth Papers contain footnotes and bibliographies. Available in individual and bulk orders at various prices under $1 from Global Education Associates, 552 Park Ave., East Orange, NJ 07017.

Nontraditional Jobs for Women

Two new publications from the Labor Department's Women's Bureau describe model CETA-funded programs that train and place women in nontraditional jobs. Simple in design, the programs can be copied at low cost.

"Nontraditional Occupations Program for Women" describes a 16-week Boston attempt to teach low-income women carpentry, plastering, electrical repair, and other maintenance skills.

"Better Jobs for Women" details a Denver outreach program giving women apprenticeships or similar unsubsidized on-the-job training in the building trades.

Limited copies of both publications are available free from the Women's Bureau, Office of the Secretary, U.S. Department of Labor, Washington, DC 20210.

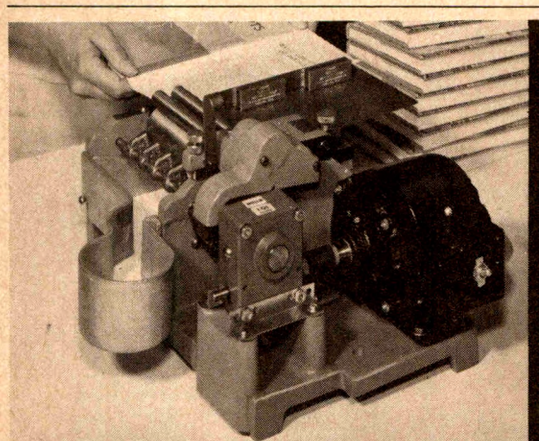
Both publications also are for sale from the Superintendent of Documents, Government Printing Office, Washington DC 20402. The Boston write-up is $2.50 and the Denver story, $2.40.

Commentary on La Chicana

The social, economic, and historical conditions of Mexican-American women are documented in "Essays on La Mujer," a collection of writings edited by Rosaura Sánchez and Rosa Martinez Cruz.

Divided into two sections, the book contains a review of the literature on Chicana history and deals with topics such as "The Chicana Labor Force," "La Chicana and the Chicano Family," and "Industrial and Occupational Distribution of Chicana Workers." A chapter on prehispanic women is in Spanish.

Available for $5.35 from Chicano Studies Center Publications, U.C.L.A., 405 Hilgard Ave., Los Angeles, CA 90024.



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An Odd Couple—AACR 2 and Automation

by Susan K. Martin

As of July 1977, everything was decided. The vote had been taken, and the Library of Congress would adopt the second edition of *Anglo-American Cataloging Rules* shortly after its publication. Some librarians urged that AACR 2 be deferred or even scrapped completely.

During the 1977–78 academic year, more people talked about AACR 2 and its implications. Better late than never, most of us finally immersed ourselves in some of the issues raised by AACR 2 and catalog closure. Not an easy task, since draft copies of the new cataloging code were not available, and the published version was not expected until late 1978. Librarians by the dozens attended institutes on the future of the catalogs. The Association of Research Libraries' spring meeting focused on catalog closure.

At the ALA Annual Conference in June, the Library and Information Technology Association adopted a resolution urging the Library of Congress to defer implementation of AACR 2 and recommending a forum to provide a communication vehicle between the library community and LC. As a result, a meeting was held in early August, with representatives of four ALA divisions and other library organizations. This group voted to defer implementation of AACR 2 for one year; LC officials agreed to postpone the date of implementation from January 1980, to January 1981.

The most outspoken people for deferral of implementation of AACR 2 were "systems types." Representatives of OCLC, Inc., BALLOTS, LAMA, and the Council for Computerized Library Networks all argued not enough lead time had been allowed for the library community to adjust to a radically different set of bibliographic rules. Supposedly advocates of change and "progress," the systems types appeared to be embracing the status quo.

The Myths

Beginning in early 1978, OCLC Executive Director Fred Kilgour made it clear that, on the basis of information received to date, the OCLC system could not be readied for receipt of AACR 2 records by January 1980. Last July, ALA made copies of the text available to the major computing utilities, although not to commercial processors such as Blackwell/North America or Brodart. With text in hand, Kilgour reaffirmed that the OCLC staff would be hard pressed to modify its system appropriately by 1980, or even 1981.

The various facets of this problem have not yet been completely explored. However, we can begin by debunking the myth that "desuperimposition and conversion to AACR 2 will be no problem because the computer will be able to do it all for us." Even with the most sophisticated systems, it appears full adoption of AACR 1 and conversion to AACR 2 will require considerable intellectual effort, supplementing the computer's efforts. The costs and time involved in planning, reprogramming, and retraining are unknown to us. Of the operating computer networks, only the Washington Library Network (WLN) has an authority control module; even the WLN authority system is dependent on a central staff to perform the intellectual work of creating and checking authorities.

The lead time allowed for libraries to plan and implement AACR 2 was not considered sufficient. Under the earlier plan, barely a year was allotted between publication and implementation of the rules. It has been pointed out that, for a library administrator, this time frame does not allow maneuvering room to estimate transition costs and also to properly affect the budget-planning process for the target year. Now, with the additional year, the problem should be less severe for administrators. They and the network directors must use the extra year to plan, design, cost-out, test, and then implement.

Planning for change—a task becoming increasingly complex in direct proportion to the complexity of our world. The factors which must be taken into consideration spill over into various segments of the library community: different types and sizes of libraries, networks, national planning, international relationships, and the commercial enterprises which support bibliographic activities, among others. Each segment has its own perception of the problems involved in a change of cataloging code, and most have relatively little direct understanding of the perceptions of others. As a

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result, the planning which occurs in one segment may impact adversely on other segments. Given the extra year to plan and implement, we should be working as a profession as well as within individual institutions to ensure that we do not create a financially and bibliographically impossible monster.

One important part of this formula is that our machine-readable bibliographic systems are now truly vast. LC has distributed more than 1 million bibliographic records in the past decade. The OCLC data base contains approximately 4 million records; the U. of Toronto Library Automation System (UTLAS) has a file nearing 3 million records. Such data bases cannot be manipulated at a snap of a finger or without some expense. All sorts of questions must be answered:

- Should old MARC records be changed to reflect AACR 2 forms of heading?
- If so, will there be problems because the online catalog no longer matches the card catalog?
- How should online files deal with the proposed treatment of serials titles, where nondistinctive words, which now produce too many "hits" while searching, will form the main entry?
- What kind of authority links should be created between "old" and "new" catalogs?
- How much authority work and linking can be done automatically, and to what extent will we have to rely on human effort?

The Bottom Line

Also of concern to systems people and library administrators alike are the costs and efforts potentially involved in retraining staff. Libraries have encountered the costs of retraining catalogers with every major revision of rules. Now the retraining must encompass those staff members who keyboard bibliographic records and work on networks, programming, and analysis. The task can be done, without question, but it will take time.

The growth of regional networks to facilitate online technical processing has shifted training responsibilities. While we used to rely on library schools and our local expert catalogers, now thousands of institutions rely on network staff for training in the intricacies of the MARC records. In turn, the network staffs must look to LC and ALA for national leadership. So far, this leadership has not been specific enough to allow development of training programs. With the publication of AACR 2, we hope this situation will improve rapidly.

Our concerns end up with a bottom line: How much will it cost us to manage the transition so that our patrons will still be able to use the library and yet permit us to retain a semblance of bibliographic control? No one knows, I think, because no one has had ample time to study AACR 2, make at least a tentative decision on what to do with the catalog, and determine the costs of the many factors involved, encompassing both bibliographic and technological procedures. The changes may have little financial impact. However, the library administrator who must submit a budget for the 1979–80 fiscal year by next February has cause for concern!

AACR 2 as per Gorman

In the Summer 1978 issue of *Library Resources and Technical Services,* Michael Gorman described AACR 2's aims, structure, and some of the more significant changes required. The well written article provides the library community with much more information than was previously available. Draft copies were routed to selected librarians for review, and changes were made on the basis of comments and suggestions. Many aspects of the new code promise to improve bibliographic control and user access. Some points, however, are likely to cause trouble for the computer, and not all the assumptions made are valid.

The year's delay in adoption of AACR 2 is hardly capricious; haste could create a financial and bibliographic monster.

Since the size of machine-readable data bases is increasing rapidly, Gorman suggests changes in records must take place quickly to avoid massive changes in the future. There is logic to this statement in its basic form; however, it does not accommodate the reality. In fact, we already must cope with massive changes. We do not yet have the computer capability to make these changes smoothly and without significant expense. It would seem prudent to wait while the appropriate systems are developed and tested. Otherwise we are likely to find ourselves undertaking several changes of huge files each time a more refined and sophisticated bibliographic control system is developed.

The claim is made that AACR 1 produced catalog entries adapted to card and book catalog, but not to other newer forms. AACR 2 is apparently designed to accommodate new forms. However, with the relative flexibility permitted by data-element tagging and by sophisticated programming languages, it is difficult to perceive the meaning of this claim.

Gorman describes the multi-level bibliographic options afforded by AACR 2, and says the rules are not detailed enough for the archival cataloger. For the systems analyst, the concept of options is at once pleasing and disturbing. Certainly, it would be convenient for each library to select a cataloging level rather than be "forced" into the LC standard. However, the existence of shared cataloging, large data bases, and regional networks will require a careful examination of these options and levels as they may affect a shared cataloging system. Will all network members be required to agree to the same level of cataloging? How *will* archival materials be described? Will levels and options impede the sharing of bibliographic data? It seems likely that they will.

The assumption that in a machine system "the main entry ceases to exist as such," the radical revision of uniform titles, and establishment of personal and corporate names are among the features to be tested in practice. Many librarians, "computerized" or not, are skeptical of the presumed benefits which will accrue to the user. How will library users access bibliographic data cataloged according to widely varying rules and filed in more than one alphabet? Cross references are possible, but in a growing file they may be more and more easily overlooked.

Gorman asserts that separate identities of a single author can be easily and speedily related by machine. As we have seen above, this work can be done only with a sophisticated authority control system—a very scarce commodity.

AACR 2's implications on filing sequence cause further concern. Special characters, uniform titles, parenthetical expressions, among others, have been incorporated into forms of names. If computer-based filing is to be used for indexing access points and displaying entries in a logical sequence, even on a cathode ray tube (CRT) terminal, considerable human manipulation and/or programming may be required.

An element of concern Gorman mentioned in his November *AL* column (pp. 620-21) is LC's apparent movement toward streamlined procedures reminiscent of superimposition (e.g., continuing to use "Great Britain" rather than changing to "United Kingdom"). We have had sad experiences with superimposition. Should we not adopt a code in its *entirety,* after proper planning?

The national libraries of the United States, Canada, Great Britain, and Aus-

tralia have granted us a one-year period in which to prepare as well as possible for implementation of AACR 2. We *cannot* sit on our hands bewailing our plight. We must attempt within our own libraries and within the profession to assess the tasks to be performed and devise techniques to yield more information so that we can make intelligent decisions.

Libraries have been automating periodicals lists, shelflists, and other bibliographic data for close to two decades, if not longer. In these two decades, and particularly since 1970, we have gathered much experiential data on the use and misuse of computers. Several libraries have closed their card catalogs; others have completed lengthy studies on catalog use in preparation for closure.

This information should be useful as we focus more precisely on defining the tasks for the next two years. As James Thompson suggested in *AL*, Oct., p. 539, a clearinghouse for relevant information is a first step. Then, as the rules are published and we are able to specify potential areas of difficulty, appropriate necessary research should be identified. This research may be performed by an individual, a single institution, or a professionally representative group, depending upon the nature of the work.

The computer systems may have to be reprogrammed and tested. Users and administrators of shared cataloging systems will need to come to terms with the levels-and-options question for both technical services and public access.

We know so little—or we think we do—that almost everything remains speculation. All the decisions are ahead of us, with one exception: we *will* implement AACR 2 in 1981.

Let us go about it in a manner that will provide a successful bibliographic tool. No more superimposition! □

INTELLECTUAL FREEDOM

Educators Organize Against Censorship in Schools

One year after its first organizational meeting, the Academic Freedom Group formulated a constitution and structure at an Oct. 16 meeting in Washington, D.C.

The group, composed of eight national education organizations, strives to inform school personnel on the existence and effect of censorship and intimidation in educational settings, to teach educators ways to combat censorship, to offer training and technical assistance to censorship fighters, to collect and disseminate information on censorship attempts, and to support all First Amendment freedoms.

Speaker Price Up

The price of ALA's film *The Speaker . . . A Film About Freedom* increased to $545 from $495 Dec. 1.

Escalated production and handling costs caused the rise. Sponsored by ALA's Intellectual Freedom Committee and coproduced by Vision Associates, the film is available from the Office for Intellectual Freedom, ALA, 50 E. Huron St., Chicago, IL 60611.

For Human Rights Researchers

Writers and Scholars Educational Trust, an educational charity concerned with freedom of expression worldwide, has published a *Human Rights Research Guide* listing 32 London libraries with holdings on human rights, censorship, and freedom of expression.

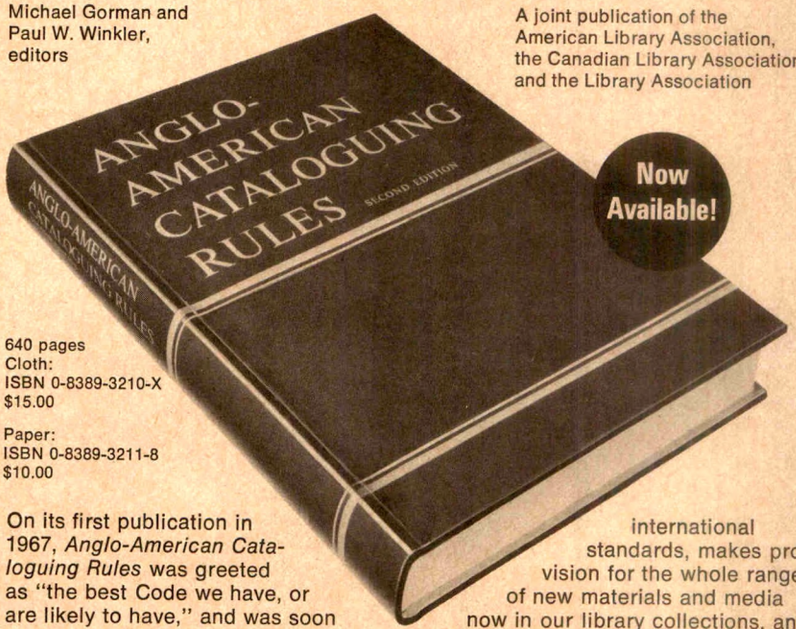
The guide describes collections of organizations such as Amnesty International, the Institute of Jewish Affairs, and the National Book League. It features a select bibliography on reference material dealing with freedom of expression. The guide also lists many collections outside London.

Order and request price information for *Human Rights Research Guide* from *Index on Censorship*, 21 Russell St., Covent Garden, London WC2B 5HP.

Anglo-American Cataloguing Rules SECOND EDITION

Michael Gorman and Paul W. Winkler, editors

A joint publication of the American Library Association, the Canadian Library Association, and the Library Association



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LIBRARY PERSONNEL

Appointments

JANET BEAN. Recently Bean became director of the year-old Chicago Public Library Cultural Center, where she had been acting director since March.

ALFRED N. GARWOOD. Oct. 2, Garwood became director of the Tenafly (N.J.) Public Library. He formerly directed the Randolph Township Free Public Library in Morris County, N.J.

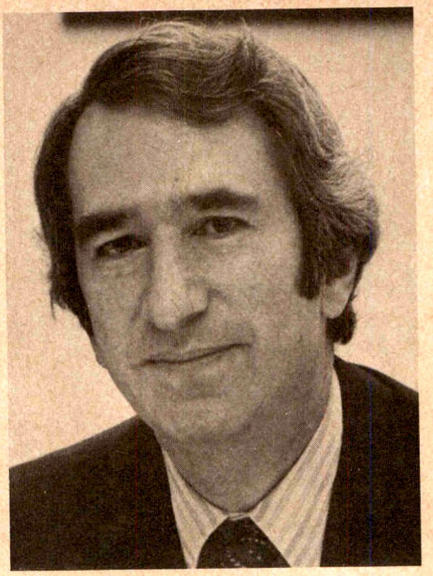
ALFRED GONSALVES. Recently Gonsalves became head librarian at Immaculate Heart College, Los Angeles, where he was formerly acquisitions and audiovisual librarian and administrative assistant.

THELMA LEINOFF. Formerly head reference librarian at the Hempstead (N.Y.) Public Library, Leinoff is the new assistant director of the Greenburgh Public Library in Elmsford, N.Y.

A. ROBERT ROGERS. After serving as acting dean for the last year, Rogers recently became dean of Kent State University's School of Library Science in Ohio.

ANN RUSSELL. Formerly assistant director of the DeCordova Museum in Lincoln, Mass., Russell is the new director of the New England Document Conservation Center, Andover, Mass.

DAVID E. SCHOONOVER. In October Schoonover became the second participant in Northwestern University's year-old scholar librarian program, designed to better integrate the library into the teaching and learning activities of the university.



Ben-Ami Lipetz

BEN-AMI LIPETZ. Recently Lipetz became dean of the School of Library and Information Science at the State University of New York/Albany. He formerly was a senior research associate in the Computer Science Department at Yale University.

BARBARA WEAVER. For six years regional administrator of the Central Massachusetts Regional Library System, Weaver recently was appointed assistant commissioner of the New Jersey State Library. She has been director of Connecticut State Library Service Center in Willimantic.

HERBERT S. WHITE. A library science professor and director of the Research Center for Library and Information Science at Indiana University, White has been elected treasurer of the International Federation for Documentation for 1979-82.

SUMNER WHITE. Dec. 18, White will become city librarian at the New Haven (Conn.) Free Public Library. He formerly directed the Scranton (Pa.) Public Library.

NANCY ZUSSY. Recently Zussy became director of the Clearwater (Fla.) Library, where she was formerly reference librarian and administrative assistant.

Retirement

MILTON S. BYAM. Ending a 30-year career in library service, Byam recently retired as director of the Queens Borough Public Library, Jamaica, N.Y. He has headed the Department of Library Science at St. John's University and directed the District of Columbia Public Library. Byam has received many honors including the Brotherhood Award from the National Conference of Christians and Jews.

Death

FILIPPA ROLF. Rolf, special collections catalog librarian at Boston University Libraries, died Sept. 29 at age 53.

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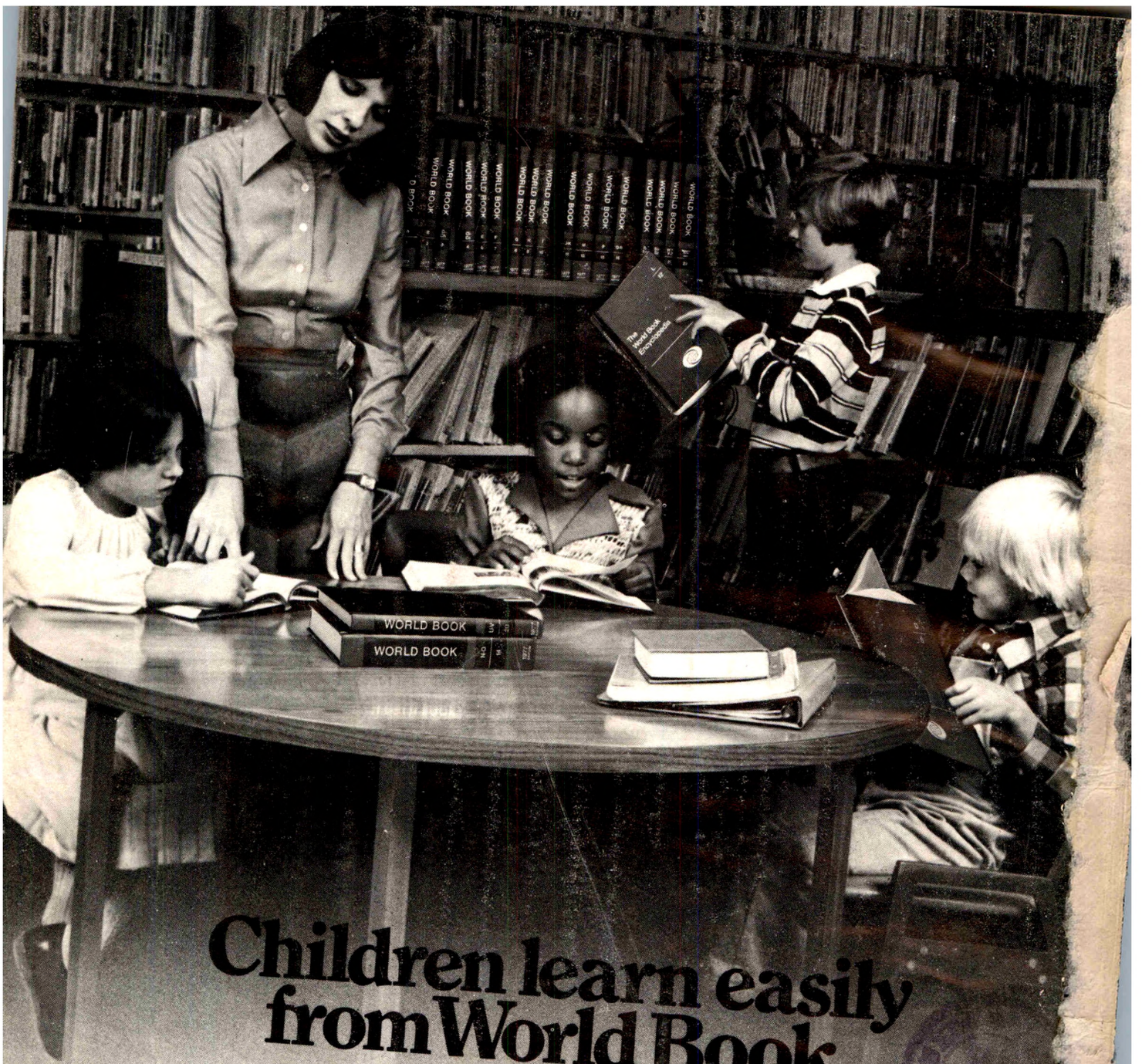

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